

INDUSTRIAL REL. - WORKERS Org. - COSATU

1992

SEPT. - DEC .

Cosatu leaders meet

THE Cosatu executive committee meets on Thursday and Friday to discuss the health workers' strike and other issues, spokesman Neil Coleman said yesterday. Also on the agenda is the possibility of rejoining the recently restructured National Manpower Commission.

140A

11/9/92

Warning as metal industry strike ends

STAN 11/9/92
By Thabo Leshilo and Sapa

Metalworkers returned to work yesterday after a three-week strike costing the industry an estimated R880 million in lost production and workers R110 million in wages.

However, the National Union of Metalworkers (Numsa) warned that the dispute was far from over.

By returning to work, workers did not imply that they now accepted the employers' 8,6 percent final wage increase offer, said Numsa spokesman Dr Bernie Fanaroff.

The union called off the strike on Thursday after the Pretoria Supreme Court found prima facie evidence of irregularities in the Numsa strike ballot.

The Steel and Engineering Industries Federation of SA (Seifsa) yesterday said most of the

60 000 strikers returned to work yesterday, although some employers had postponed the return to allow them to give notice to temporary workers.

Numsa claimed that 100 000 workers supported the strike.

Seifsa executive director Brian Angus said many affiliated companies had reported satisfactory attendance yesterday. He said Seifsa could not prescribe to its members on reinstatement of workers.

"Where dismissals occurred these had been undertaken by companies as a last resort to protect their business operations."

Dr Fanaroff alleged that many employers had taken a "hard-line" position with workers and some had already been dismissed. In some instances, employers were compelling workers to sign new conditions of employment.

He appealed to Seifsa to re-

open negotiations over the union's revised 16 percent wage demand and conditions of employment. He expected the parties to meet today.

About 4 500 members of the Metal and Electrical Workers' Union of South Africa (Mewusa) continued with a 2½-week pay strike yesterday, general-secretary Zithulele Cindi said.

The union would also meet Seifsa today to discuss a revised 12 percent wage demand, he said.

Mr Cindi said the Mewusa strike was legal, making it difficult for employers to thwart the action over wages, shortened overtime and job grading.

Mr Cindi said his union had modified its wage demands to be consistent with agreements in other industries.

"It's pointless trying to bang our heads at 20 percent, given the state of the economy."

(140A) (87)
**Cosatu demo for
hospital workers**

5 MAR 11 9/92
Scores of Cosatu-affiliated trade unionists took part in shop floor protests yesterday in solidarity with dismissed hospital workers. The protests were aimed at forcing employers to pressure the Transvaal Provincial Administration to reinstate the 7 000 who were dismissed.

Cosatu declared yesterday a day of solidarity with the National Education, Health and Allied Workers' Union.

Cosatu affiliates will meet on Friday to decide on what action to take if the hospital wage dispute is not resolved by Thursday. - Labour Reporter.

Engineering workers fired on return to work

140A
DIRK HARTFORD

TENS of thousands of workers in the engineering industry returned to work yesterday — and a number found themselves without jobs.

Numsa said there had been firings at 25 work places, but Seifsa was aware of only three companies which had dismissed workers, a total of 1 500.

The month-long strike had cost the strikers about R110m in lost wages and won them nothing, industry sources said. They estimated Numsa members had lost more money during the strike than they would have gained in a year if Seifsa's final offer of an 8,6% wage increase had been accepted.

Seifsa said the strike had cost the industry R880m in lost production.

Worker demands that led to the strike — the second largest industrial strike in SA history — were still on the table, Numsa said. The union was hoping to meet Seifsa this week to continue negotiations.

The union wants a 16% wage increase, a moratorium on retrenchments and various worker rights.

Seifsa's council is meeting today to assess the situation. But Seifsa executive director Bri-

an Angus said yesterday the organisation believed Numsa should accept the final offer as the industry had been without an agreement for two months.

Numsa and Seifsa sources said yesterday more than 90% of workers were back at work.

Angus slammed Numsa allegations that Anglo American was behind dismissals during the strike. "Where dismissals occurred, these had been undertaken as a last resort to protect business operations," he said.

Numsa said workers were being asked to sign new contracts at many companies and many workers on temporary contracts had been dismissed. No figures were available.

The union said the dismissals and new contracts were unfair labour practices.

The Confederation of Employers of SA (Cofesa) said last week's Supreme Court ruling against Numsa would "further weaken Numsa and could conceivably lead to its ultimate demise." Cofesa director Hein van der Walt said the union had already lost thousands of mem-

bers before the strike and "large numbers" had been dismissed during the strike.

Employers who engaged temporary workers during the strike had achieved high productivity and were not willing to take back strikers, Van der Walt said.

"Employers have had enough and any further concessions are unlikely. If labour legislation is watered down any more to pander to certain trade unions, then business confidence will be destroyed," he said.

Numsa's Bernie Fanroff said the future of the industry was in doubt — not the union's.

Numsa sources conceded the way the strike ended had "badly affected" morale in the union. But they said the union had picked up membership during the strike and the experience had given workers self-confidence.

Meanwhile Sapa reports about 4 500 members of the Metal and Electrical Workers' Union of SA continued a two-and-a-half-week pay strike yesterday, Mewusa general secretary Zithulele Cindi said.

The union would meet Seifsa today to discuss a revised 12% wage demand, he said.

Numsa strikers return to work

Sowetan 1/9/92

■ Court judgment influences decision:

By Ike Motsapi

(140A)

THE month-old strike by National Union of the Metalworkers of SA (Numsa) members is off and workers were expected to report for duty yesterday.

And the Steel and Engineering Industries Federation of SA (Seifsa) yesterday urged strikers to return to work.

Mr Moses Mayekiso, Numsa general secretary, told *Sowetan* that the strike was called off at the weekend by the union.

"We recommended to our structures to end the strike after assessing our action in view of the Supreme Court judgment last week and they agreed," Mayekiso said.

He added: "The fight for better living wages is continuing."

Mayekiso said reports reaching the union's head office in Johannesburg indicated that most workers who have been on strike heeded the call to return to work.

Seifsa invites ~~Seifsa~~
SIDAM 21/9/92
Numsa to 'talks'

TRADE unions in dispute over metal industry pay talks have been urged to attend a joint national industry council meeting, Seifsa executive director Brian Angus said yesterday *(140A)*

He was commenting on Seifsa's response to attempts by the National Union of Metalworkers of SA (Numsa) to reopen deadlocked negotiations which sparked a recently-ended four-week strike ~~Seifsa~~

Seifsa's proposal for a "meeting to discuss the current dispute" was communicated to Numsa and the Metal and Electrical Workers' Union of SA (Mewusa) yesterday ~~Seifsa~~

Numsa national secretary for collective bargaining Les Kettledas said the union still had to study the Seifsa proposal. The union had indicated to Seifsa that dismissals resulting from the strike would have a serious impact on the industry's stability.

Angus said the latest proposal did not imply a resumption of negotiations with Numsa. "It would involve all trade union parties meeting under the auspices of the industrial council, rather than separate meetings."

Numsa recommended a return-to-work on Monday, without acceding to Seifsa's 8,6% pay offer. Numsa is demanding a 16% increase, a moratorium on retrenchments and improved workers' rights — Sapa

focus on Africa

MOTSAPI: What is Numsa's programme of action now that the strike has been declared illegal?

Mayekiso: The position now is that we have instructed our members to return to work. So far we have not heard of those who have not returned to work except the 1 500 workers who have been dismissed.

It may happen that there are still others who are not yet back but are in the process of going back. It may happen that there are those who feel we should continue with the fight and the leadership of the union is preparing itself for problems if the need arises.

Some people feel we should continue pressuring our employers

Numsa is getting up-to-date reports from our regions about what is happening

Motsapi: What did Numsa do regarding the return to work? Did it order workers to summarily return to work on Monday?

Mayekiso: What we said was that we are recommending to our regions that the strike be called off and workers should return to work by Monday. That recommendation was supposed to have been ratified by the structures on the ground and therefore later we made a direct call to the workers after we had consulted with the regions.

The strike committee met and explored the strike as a whole and the Supreme Court judgment.

Motsapi: In other words Numsa did get a mandate to order the striking workers to return to work?

Mayekiso: Yes. In many regions our members responded quickly to our recommendations, while other areas are still discussing the issue.

Motsapi: How many people have been dismissed during the strike?

Mayekiso: The last record Numsa had was that the figure stood at 1 500. This was countrywide. I do not have the latest figures with me but I will be able to get them.

Motsapi: Numsa held talks with Seifsa last week when its members occupied their offices in Anderson Street. It was said that Numsa recommended that workers should return to work in an orderly manner. Could you elaborate on this?

Mayekiso: Well, I was not at the meeting and I would not want to comment on that. But yes, there were proposals that were made. One of those is that the dismissed workers should be re-engaged.

They must be allowed back to work.

Motsapi: What will happen if the dismissed workers are not re-instated.

Mayekiso: That will cause Numsa to continue with the fight. I also want to clarify that recom-

Thousands of Numsa workers are streaming back to work after their four-week strike.

Sowetan's Labour reporter **IKE**

MOTSAPI speaks to Numsa's general

secretary Moses Mayekiso: **140A**

Sowetan 2/9/92



Moses Mayekiso...Numsa's general secretary

mending that the dismissed workers should be reinstated is not an act of giving in to the eight percent offered by employers. It is a tactical move because of the judgment.

We are still going to negotiate because we had proposed that the wage talks should be resumed

The talks will lead to other battles because Numsa feels that Seifsa has declared war on the union and our members

We are not going to take that lying down

Motsapi: The strike was legal but why did the employers dismiss your 1 500 members?

Mayekiso: You see, in this country even if the strike is legal that does not mean that a lunatic cannot dismiss people. That will depend on you challenging the dismissals.

That is the problem with the laws of this country.

Motsapi: Where is Numsa heading in the light of these recent developments?

Mayekiso: We are reopening the wage negotiations. We however believe that Seifsa is insen-

sitive. They never considered the escalating cost of living, the inflation rate and so on

The inflation rate is at 17 percent and our 16 percent wage increase demand was even lower. We still believe that our approach was reasonable. So, we have to continue fighting and even use other methods to try and persuade Seifsa to meet our demands

Motsapi: What are the implications of last week's Supreme Court judgment and what impact does it have on Numsa?

Mayekiso: We were not surprised that the judgment was against us because we believe that the laws of this country are not shaped for the layman on the ground

They do not benefit the workers because they are prepared by the same people whom the workers are fighting. Our strength depends more on the mass action inside the factories

But it is interesting to note that the judge and the law was insensitive about the plight the workers are facing financially

news

in brief

Ppwawu wage deal

A FIVE-week strike at furniture producer Afcol has ended with pay settlements significantly higher than industrial council rates, Paper, Printing, Wood and Allied Workers Union spokesman Mr Jacob Ngakane said yesterday.

About 3 000 Ppwawu members returned to work on Monday after agreement was reached last Friday. *Sowetan 3/9/92*

Ngakane said Ppwawu had negotiated higher increases than those bargained at Industrial Council level by the National Union of Furniture and Allied Workers. *(40%)*

Cosatu-affiliated Ppwawu had settled for between 12 and 15 per cent, compared to Nufaw's seven to nine percent

Cosatu marches on Bisho

THE Congress of SA Trade Unions will march on the Ciskei parliament in Bisho on Monday to demand the right of free political activity in the homeland. *Sowetan 4/9/92*

Cosatu's assistant general secretary, Mr Sam Shilowa, said the march would follow a week of intensive mobilisation by the tripartite alliance. He said the leaders of Cosatu, the ANC and the SA Communist Party would address workers at factories, workplaces, homes and religious centres in Ciskei to prepare them for the "big" march on Monday. *(155) (1407)*

BOOK Beyond the Factory Floor
A survey of Cosatu shop-stewards

EDITORS Siphosile Mkhomo and
Mark Orkin

PUBLISHER Raven Press

South 519-919/92
THIS book is the outcome of a
national study of Cosatu shop-stew-
ards conducted by the Community
Agency for Social Enquiry (Case),
together with university-based and
independent institutions

Shop-stewards represent the
backbone of the union movement in
South Africa. Of Cosatu's 1,25-mil-
lion members about 25 000 are

shop-stewards

(140A)
This research project provides
important insights into this signifi-
cant group. Although the study
focuses on shop-stewards, it can be
used to make tentative conclusions
about the working class as a whole.

The book's compactness, com-
bined with its rich empiricism,
makes it an important resource for
union officials, managers, politicians
and academics — in fact for anyone
who wants to understand the com-
plexity of South Africa's contempo-
rary political economy.

DAVID BLACKSHAW

MY VIEW

Tasneem Essop Cosatu Western Cape education officer

THERE IS A dire need for a structure in our trade union movement which campaigns for the rights of women workers

Working women have demands which are different from those of men in Cosatu

Women must fight specifically against sexual harassment in the workplace, for equal pay for work of equal value and for decent childcare

These problems are not only encountered at the workplace but at home and in communities as well

Women are not well represented in Cosatu's leadership and decision-making structures. The union's present leadership does not represent the reality of its constituency

In the Western Cape, for example, most members of the South African Clothing and Textile Workers Union are female. The Food and Allied Workers Union has thousands of women members while the commercial and catering sector has large numbers of women in its ranks

And because women are not represented on Cosatu's leadership structures, issues affecting them are not placed high on agenda. We need a pressure group to remedy this problem of representation

Since the launch of Cosatu there have been many resolutions on women's issues. Most of these have not been implemented and the few victories were not well publicised

The appointment this year of a national women's co-ordinator added impetus for Cosatu regions to set up a Women's Forum

Training workshops were held to help women set up the forum at regional level. Issues like collective bargaining and the abuse of women in the workplace and at home were dealt with

We are also training women to be more confident and assertive so they can assume leadership positions in Cosatu

The forum is open to men and a few have attended meetings but we are careful not to allow them to dominate the proceedings

It is useful to have men present as they can give their perspective on our problems

Women must take up their own struggle because men do not have the desire to do so and, in some cases, it is not in their interest'

South 519-919192
and in turn gain some understanding of our position

The impact of the Women's Forum will eventually be judged on the ongoing work of all Cosatu affiliates

We have not yet reached the point where all of them understand the importance of raising women's issues at collective bargaining

At negotiations with employers, some unions have made great strides in tabling issues affecting women, but few have followed their lead. The SA Catering, Commercial and Allied Workers Union, for example, has won full maternity benefits for women

Key wage demands still take precedence in national bargaining and women's issues are left to the forum to discuss

One of the forum's key achievements has been direct participation at regional executive meetings

Women office bearers attend every meeting and table reports. In this way our reports are placed on the agenda of a constitutional structure and we have moved away from meeting separately and not linking to key structures of Cosatu

We are still low on the agenda of Cosatu meetings, but we have become a real pressure group which at least ensures that consciousness of women's issues is increased

We have reached layers of women who are now beginning to understand the nature of their oppression, even though this understanding is uneven

Ordinary women are starting to identify with key debates and issues, such as abortion, although this is still largely limited to a layer of activist women

The real challenge we face as women's activists is to take into account the "conservative" nature of our members. We have to allow them space to develop their own understanding of their oppression and work out ways of challenging it

The publication recently of "No Turning Back" a book dealing with sexual harassment in Cosatu, has seen differing responses from some of the men in the union

But the reality is that we have to deal with exploitative sexual practices in our ranks. We cannot afford to allow this to continue, no matter how sensitive some of our people are about it

The time of avoiding such problems is long past

Often when women sit alone and ponder their problems, they are unable to work out solutions

The Women's Forum offers them a structure where they can meet others with similar experiences

But this is more than an offer of support. Women can also develop the confidence to deal with their problems and ensure they do not recur

We are providing a home for women in Cosatu and, more importantly, we are providing a voice for them as well

We are told that workers must take up the class struggle because nobody else will do it for them. Likewise, women must take up their own struggle because men do not have the natural desire to do so and, in some cases, it is not in their interest to do so

We are not in competition with our men, but we need to take the lead in dealing with our problems because they won't

Union issues

to be aired

^{6/9/92}
^{St. Time (C/Metro)}
LOCAL broadcaster Steve Wood has created a brand new slot on his Wednesday show called WOW (407)

This stands for Workers on Wednesday and it will be broadcast between 10 30 am and 11 30 am on Radio Good Hope. Steve will be assisted by Cosatu representative Mervyn Swartz

Cosatu will seek meeting

DIRK HARTFORD *140A*

TRADE union federation Cosatu will seek a meeting with Manpower Minister Leon Wessels on problems it has with the revamped structure of the National Manpower Commission before taking a decision on whether to participate in it.

The labour federation is particularly worried about the role of "experts" and their voting status.

Cosatu's executive committee, which met last week, also decided to investigate bringing private prosecutions against people implicated in death squad activities *BIDAM*

It rejected government moves to sideline some SAP generals as "window-dressing", as well as SAP investigations into the police *8/9/92*

And it "expressed its concern" that unilateral economic restructuring was continuing while negotiations to get the National Economic Forum off the ground were continuing

Cosatu will discuss intensifying the mass action campaign at a conference this weekend

Cosatu plans to charge MI general

By Thabo Leshilo
Labour Reporter

STAR 8/9/92

(140A)

General Christoffel "Joffel" van der Westhuizen and security force members allegedly implicated in death squad activities could soon find themselves faced with charges — if the Congress of SA Trade Unions has its way.

Cosatu's executive committee said yesterday it was investigating bringing private charges against the Military Intelligence (MI) chief and other security force personnel. The decision to consider legal action was taken at the committee's three-day meeting which ended on Friday.

General van der Westhuizen has been named in allegations concerning the deaths of Matthew Goniwe and three other UDF activists. President F W de Klerk has ordered an inquiry into the deaths.

Cosatu spokesman Neil Coleman said a situation where people allegedly implicated "in murders of Government opponents and other hit-squad activities continue to be paid salaries by taxpayers" could not be tolerated.

The meeting rejected as unconvincing "recent attempts by the Government to window-dress the SAP — shuffling SAP generals at the top, while leaving the paramilitary and hit-squad structures intact".

It also demanded the expulsion or confinement to barracks and disarming of the controversial former Namibian counter-

insurgency police unit, Koevoet. President de Klerk recently announced the disbandment of the unit and its reintegration into the normal security forces.

Cosatu also resolved to intensify its mass action campaign.

A major national campaigns conference would be held from September 11 to 13 to finalise what action to take in relation to the strike at hospitals, labour legislation in Bophuthatswana and other homelands, as well as the drought, food prices and the rights of farmworkers.

The executive committee also decided to continue taking part in the structures of the National Peace Accord despite concern about problems preventing its effective implementation.

On the National Economic Forum (NEF), Cosatu reaffirmed its commitment to negotiations between the major players on the "burning economic issues affecting the majority".

Cosatu is still awaiting confirmation from the Government of a final date for the first plenary session of the NEF.

The committee also expressed its concern that while negotiations on the NEF were taking place, the Government and business were engaged in "unilateral economic restructuring leading, inter alia, to massive job losses".

A decision was taken to seek a meeting with Manpower Minister Leon Wessels to resolve these problems, before a final decision was taken on whether to take part in the restructured National Manpower Commission.

NEWS Cosatu in bid to settle hospital crisis ● Three

Vital talks for Cosatu

Trade union federation to decide on programme to solve the hospitals strike

By Ike Motsapi

THE Congress of South African Trade Unions (Cosatu) is to hold a three-day national campaign conference starting Saturday to finalise its programme to resolve the hospitals strike crisis. Also on the agenda is

- Pay As You Earn campaign
- The National Education Health

and Allied Workers' Union strike

● Labour legislation in Bophuthatswana and other homelands and,

● Drought, food prices and the rights of farm workers

The Cosatu executive also supported efforts of people of the Border region and all other regions in their attempts to force the government to allow a climate of free political activity in the homelands

The trade union federation supported the ANC's refusal to resume talks with the Government and reaffirmed its commitment to negotiations

Cosatu will be conducting its own investigations to bring private prosecution against those implicated in death squad activities but still is to make a decision whether to take part in the restructuring of the National Manpower Commission

Sowetan 10/9/92

(140A)

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ARC 11/9/92 (140A)

Cosatu warns: Re-hire them or else . . .

SHARON SOROUR
Labour Reporter

COSATU has threatened to take "action" against five Western Cape clothing employers who have not reinstated about 100 workers dismissed for taking part in an illegal "Living Wage" march in June

The companies involved are SA Cap, Shareen Knitwear, H K Manufacturers, Teeny Tages and Alpa Rose

Cosatu accused the companies of victimising the workers and warned it would not "sit back while employers ride roughshod over the inalienable rights of workers".

"These employers should bear in mind that the consumers of their products are the families, friends and communities of those dismissed workers. We will not hesitate to support any action decided on by those communities if these employers continue to refuse to settle"

However, Cape Clothing Manufacturers' Association executive director Mr Peter Cragg said negotiations between the five companies and the SA Clothing and Textile Workers' Union (Sactwu) were continuing.

Mr Cragg said the companies had tendered an offer to Sactwu to re-employ the dismissed workers

Employers warned workers not to take part in the industrial action on June 18 because it was a breach of contract

The giants prepare for battle

ANGLO AMERICAN is to become the target of a National Union of Metalworkers Union-led campaign aimed at forcing it to change its alleged strategy of trying to "smash" unions during disputes. This campaign — which Numsa will propose at the Congress of South African Trade Unions' campaigns conference this weekend — follows the recent industry strike in the steel and engineering sectors, in which several thousand strikers were dismissed

by Anglo subsidiaries. It will supplement Numsa's push to have the Labour Relations Act's provisions on balloting and legal strikes scrapped and a court battle later this year to overturn a supreme court interim finding that the strike was illegal. Numsa also insists it is still in dispute with the Steel and Engineering Industries Federation of South Africa (Seifsa) and has re-opened negotiations with the employer body. At a bargaining meeting this week, employers

Anglo's liberal stance goes no further than its pocket, claims Numsa. The country's biggest union is set to take on the country's biggest corporation, reports

MONDLI MAKHANYA

raised their pay offer to 9,1 percent, while the unions party to the industrial council dropped their demand to 12 percent.

Numsa claims that Anglo was behind Seifsa's hard-line approach in this year's negotiations and that the decision to attack the strike in court emanated from Anglo.

Anglo spokesman Glen Finnegan dismissed the claims, saying the response of subsidiaries varied depending on how the strike and trading conditions affected them. "Against the background of a severe national economic downturn and soaring unemployment, the companies which dismissed striking workers

because their business operations were damaged did so only as a last resort," contends Finnegan.

On the dismissals, the union suggested Anglo had used the same strategy as in the 1987 National Union of Mineworkers' (NUM) strike, when 50 000 miners were dismissed — most at Anglo mines.

Characterising Anglo's attitude as "workers have the right to strike and Anglo has the right to dismiss", Numsa's Les Kettleidas said "Anglo claims to be a major protagonist of liberal and democratic values. Yet since the 1987 NUM strike it has shown that its support for the right to strike goes no further than its pocket."

Other Cosatu affiliates are likely to sympathise with Numsa's campaign proposal. The NUM is currently locked in a wage dispute with the Anglo associate company De Beers, which recently de-recognised the union. Several other Anglo subsidiaries — including Amcoal — have given warnings to workers who missed work during the August national stayaway.

LABOUR BRIEFS

Cosatu queries on NMC
AFTER reservedly welcoming the restructured National Manpower Commission two weeks ago, the Congress of South African Trade Unions is to meet Manpower Minister Leon Wessels about aspects of the body. Cosatu wants to seek clarity on the role and voting status of "experts" on the commission. Only thereafter will it decide on whether to rejoin the body it pulled out of last year.

Workers threaten sit-in
DISMISSED Walter Chipkin workers have threatened to stage an indefinite sit-in on the food merchant company's premises to press management to re-instate them.

The 1 000-strong work-force was dismissed in June after going on strike demanding that the human resources manager should not take part in the negotiations with the union.

w/week 11/9-17/9/92 (140A)

w/week 11/9-17/9/92

(140A)



Get into gear for polls

Cosatu told

JOHN PERLMAN
Chief Reporter

MASS action must continue, but start preparing for elections. That was the message delivered yesterday to the Congress of South African Trade Unions by Cyril Ramaphosa, secretary-general of the African National Congress.

Ramaphosa spoke at the opening of a three-day conference in Johannesburg, where 300 delegates from Cosatu's 14 affiliates will review mass action and other campaigns.

"The ANC and Cosatu must resolve to build our organisations through mass action. We are going to continue with that in all areas where free political activity is denied."

Oppressive

Ramaphosa said the Bisho shooting had not deterred the ANC from staging similar marches in Bophuthatswana and in right-wing towns.

"These things are not launched from head office. In planning our campaigns, we have to take into account the feelings of the people on the ground. Our people in these places experience the oppressive measures taken against them."

Ramaphosa told delegates that while the ANC, Cosatu and the South African Communist Party had "emerged victorious from our mass-action campaign"

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Elections

● FROM PAGE 1.

they should not be giddy with the success.

"It is important to analyse what De Klerk is doing and respond accordingly. We need to put our organisations on an election footing," he said.

"The National Party is already focused on winning an election. We are the majority but we have to work hard to retain that status."

"The election for a constituent assembly will be the most crucial test of our struggle. Unless we put our organisations and leaders on an election footing, we will be surprised at the polls."

Ramaphosa said the ANC would meet the Government on violence, as recommended by the organisation's national

executive committee, once certain preparatory work had been finished.

This included the immediate release of all political prisoners with no link to amnesty, the fencing of hostels and continuous searches of their premises and effective steps to prevent the carrying of dangerous weapons.

"Tyranny in the so-called independent homelands will have to be addressed, particularly the lack of free political activity in Bophuthatswana."

"Another problem needing attention is the KwaZulu Police and the havoc they continue to wreak on our structures," said Ramaphosa.

"Only after the apartheid regime has done all that will we be able to agree that they have taken sufficient steps to warrant a full meeting."

South Profile

Jonathan Arendse

What is it like getting two death threats a day while taking charge of South Africa's biggest trade union federation in the Western Cape? **QUENTIN WILSON** talks to Cosatu's newly-elected regional secretary

Sowk 12/9-16/9/92

AS a boy in Kraaifontein, it did not take long for Jonathan Arendse to vent his anger at an oppressive system. When he was nine years old he ventured from the dustbowl where the coloured kids played. He crossed the road for a peek through the high fence that surrounded the plush park for Kraaifontein's white children.

Even though he had just come to look at their superior facilities, he was pelted with stones and called a "hotnot" by the white kids. Young Arendse hit back with stones of his own and since then his life could be described as one long running street battle against apartheid and capitalism.

"I was a very angry young man. For me the Soweto uprisings in 1976 were an absolute god-send. I said to myself that here was some way, finally, to vent my anger, to



Jonathan Arendse



against the system and not individuals," Arendse explains from behind his Cosatu desk.

But he was not recruited. Instead he remained "one of the masses" and it was not until late 1987 that Arendse became actively involved in an organisation — as a shop steward for the National Union of Metalworkers in Retreat.

Since then he has whizzed up the ranks of Cosatu. In September last year he was elected as the union's Western Cape vice-chairperson and in July, two weeks before the general strike, he was plunged into the full-time position of regional secretary.

"I just love meetings. I went to every meeting I could, so although I have not been around for ages, I have been able to learn a lot because I have been so keen. Cosatu leadership saw my commitment and has pushed me into taking more and more responsibility."

ty," he says. A black belt in karate and kung-fu, the 37-year-old Arendse has gone through life the hard way. Forced to leave school in Std 7 to help earn money for his 14 brothers and sisters, he has worked on the railways and in engineering workshops to survive.

While working as a shunter on the railways, connecting carriages, he tried to complete his schooling through correspondence courses. "I really wanted my matric. I had studied hard and was doing well, getting A grades for most of my assignments."

"But my white shift bosses resented me getting a higher education than the one they had. In September of my matric year, they insisted I work nightshifts and this destroyed my study programme to such an extent that I didn't even write my final exams," he says. Nevertheless, Arendse has

become one of Cosatu's leading political commissars at an awkward time. While he thinks the ANC should lead the liberation movement for the time being, Arendse prefers to work in Cosatu and believes it will have a role to play beyond an ANC government.

"Cosatu stands for socialism and I stand for socialism. We make no apologies for believing that democracy extends beyond the political realm and into the economy."

"I have matured politically since the mid-eighties. At that time I would not have felt any remorse after killing policemen or soldiers but now it's different. I no longer just want to burn down anything that belongs to the state. We need to replace the government so those assets can be used for the good of the people as a whole," he says.

"There have been widespread assassinations of union officials recently and I myself got on average two death threatening phone-calls a day."

"I could be followed. I could be killed. It is just something I must live with. I have to accept that I could be murdered."

"I need a gun to protect myself, but I simply do not have the money to go out and get one. I would also have great difficulty in obtaining a licence," he says.

Spooning homemade sour fig jam into his mouth, Arendse seems unperturbed by it all. He's quite relaxed about being responsible for Cosatu in the Western Cape until 1994 when the next Cosatu elections are scheduled.

"I will continue doing this job for as long as possible. Unless of course someone offers me military training," Arendse adds.

the nation inbrief

Plan to end ^{140A} strike crisis

THE Congress of South African Trade Unions has devised a strategic plan aimed at forcing the authorities to resolve the hospital strike crisis. ~~140A~~

Cosatu is to release the details of the programme of action to-day after a three-day conference in Johannesburg at the weekend.

Cosatu official Mr Zwelibanzi Vavhi said some of the proposed action will be for the public to telephone the hospitals where workers were dismissed to demand that they be reinstated. He said talks between Transvaal Provincial Administration and Cosatu Hospitals Strike Action Committee broke after no agreement was reached.

Sowetan 14/9/92

City

Blockade

Cosatu plan to halt Parliament

Political Staff

COSATU has unveiled a massive "programme of action" — including the blockading and occupying of all South African cities — for October 12 when Parliament is scheduled to open.

Cape Town has been targeted for a blockade and a "people's assembly" on that date in an effort to ensure that Parliament does not sit for the opening of the two-week session.

A proposal for a stayaway on the same day will be finalised when Cosatu's executive meets on October 1.

The programme, unveiled late yesterday, was adopted by the organisation's conference at the weekend and will be an extension of its "rolling mass action" activities.

Cosatu said there would be a regional stayaway on Friday for the funeral of the victims of last week's massacre at Bisho and added that there should be a two-hour work stoppage in the rest of the country so that workers could attend memorial services.

The trade union federation also called for the occupation of factories where workers had been dismissed during its mass action.

It listed factories in different parts of South Africa where it claimed workers had been dismissed.

It decided on "the need to intensify the struggle so as to move as speedily as possible to elections for a democratic constituent assembly".

The programme is designed to

• Intensify the struggle so as to move as speedily as possible to elections for a democratic Constituent Assembly.

• Create a climate for such elections, including an intensification of the campaign for free political activity in this respect it called for Ciskei ruler Brigadier Oupa Gqozo to resign.

• Support dismissed workers and those affected by violence.

• Strengthen the organisation's capacity to "participate more effectively" in economic, housing and electricity forums.

MANDELA DENIES OVERTHROW PLAN

PAGE 2

Cosatu deputy general-secretary Mr Sam Shilowa said the organisation would be concentrating on the right to free political activity because of the Bisho massacre.

It wanted September 7, the day of the massacre, declared a national holiday.

It would also begin a revolt against pay-as-you-earn income tax in November and revive an intensify the campaign against VAT and high food prices.

The programme of action released by the organisation lists a wide variety of activities from September 18 — the day of the funeral for the Bisho massacre victims — through to December 1.

the target date for employers to stop paying PAYE to the government" (27/4/92) (1408)

October 12, the day of the opening of Parliament, would be marked by "large-scale" occupations and blockades of "all cities and towns".

CT 15/9/92
Time off

Mr Shilowa said other activities would centre on the question of violence "the use of hostels as "military barracks" and the release of political prisoners.

It also decided on a campaign to demand paid time off for shop stewards for education, negotiations, training for negotiations, the building of drought structures and to conduct voter education.

Cosatu gave no indication in the statement whether its plans had been discussed with its affiliates, the ANC and the SA Communist Party.

Cosatu backs campaign against homeland leaders

By Mike Siluma

STAR 15/9/92
(140A)

The Congress of SA Trade Unions yesterday threw its weight behind the ANC-led alliance's campaign to force homeland authorities to allow free political activity and speed up movement towards constituent assembly elections

At a Johannesburg press conference, Cosatu assistant general-secretary Sam Shilowa said Cosatu would start its income tax boycott on November 1 and expected employers to do the same from December 1.

The decisions were taken at Cosatu's three-day campaigns conference which ended on Sunday

Mr Shilowa said Cosatu, in addition to calling for the immediate resignation of Ciskei military ruler Brigadier Oupa Gqozo, had chosen Friday — the burial date of the Bisho massacre victims — as a day of mourning for all victims of political violence

This would include a stay-away in the eastern Cape and other actions nationally, including work stoppages to allow workers to attend memorial services for the Bisho dead. Demonstrations would be held at Ciskei embassies.

"We have decided that mass action should continue, to create a climate of free political activity in the homelands, including Ciskei, Bophuthatswana, QwaQwa and KwaZulu," said Mr Shilowa.

He blamed President F W de Klerk for the Bisho massacre. Threats of action to stop protests in the homelands targeted for mass action would not "blackmail" Cosatu into abandoning action in those territories.

While the conference supported a resumption of constitutional talks, it wanted Pretoria to take "practical steps" to curb political violence. Cosatu would consider on October 1 whether to call a stayaway when Parliament reopens on October 12

March on Mangope is off, but ...

ANC alliance intensifies mass action

B/DAM 15/9/92

140A

THE ANC/Cosatu/SACP alliance — stung by accusations of recklessness during last week's march on Ciskei — yesterday hit back by announcing an intensified mass action programme.

The mass action will unfold even as preparations get under way to haul constitutional negotiations back on track.

However, a planned march into Bophuthatswana to unseat President Lucas Mangope was yesterday called off during a meeting in Johannesburg of alliance representatives.

ANC campaigns committee chairman Ronnie Kasrils said: "Preparations in Bophuthatswana have not been adequate for any action by this weekend." It is understood the repercussions of the Ciskei incident in which 29 people were killed, and the relative weakness of the ANC in the western Transvaal, played a role in the decision.

But both Cosatu and the SACP gave additional impetus to the mass action campaign yesterday. Cosatu deputy secretary-general Sam Shilowa, speaking after a weekend Cosatu campaigns conference, said mass action and negotiations were not mutually exclusive. And the SACP said mass action had given the alliance the upper hand over President F.W. de Klerk. Cosatu actions include a regional stayaway in the eastern Cape to coincide

PATRICK BULGER

with the funeral on Friday of the Ciskei victims, a march to the electrified fence on the Mozambique border, a week of marches and other protests from October 11 to demand the release of political prisoners, and an attempt to prevent the sitting of Parliament on October 12 by mounting large-scale occupations and blockades of towns and cities.

Cosatu said marchers should stop delivering memorandums but should demand responses

Cosatu set November 1 as a target date for it and the ANC to stop paying PAYE to government and November 1 as a target date for employers to stop paying PAYE. In addition, Cosatu announced campaigns against companies responsible for dismissing workers during the August stayaway

The SACP — defending the actions of its central committee members at Bisho — lashed out at what it called the victimisation of white communists for what had happened at Bisho, and said mass action had strengthened the alliance.

"Everywhere in mass action, throughout the length and breadth of our country, the red flag of our party has been in evidence," a party central committee statement said.

The committee said it had noted a very significant shift in the balance of forces in

To Page 2

Mass action From Page 1

favour of the broad liberation movement. This shift is due notably to the three months of rolling mass action for peace and democracy throughout our country. The central committee salutes the millions of South Africans who have taken part in the mass action campaigns.

"We call upon them to intensify the struggle for a constituent assembly, an interim government of national unity and for the extension of free political activity to every corner of our country," the statement said.

The SACP reaffirmed its commitment to a negotiated settlement and said it backed the ANC's decision not to meet De Klerk until he had responded satisfactorily to the ANC's demands.

Both Cosatu and the SACP said De Klerk would also have to take concrete steps to end violence before a summit could take place. These were in regard to fencing hostels, banning dangerous weapons, reigning in proxy forces and releasing political prisoners.



Cosatu targets employers linked to dismissals

BIDAY 15/9/92

PATRICK BULGER

COSATU yesterday released a list of 50 employers which it said had dismissed workers during mass action and living wage campaigns, and said the companies would be targeted for industrial action

Cosatu said action would also be taken against companies doing business with hospitals that dismissed workers

And Anglo American Corporation was identified as the target of a specific campaign focusing on the Numsa strike which the Pretoria Supreme Court declared illegal last month

The trade union federation also set November 1 as a target date for the end of employee PAYE payments to government

It said a steering committee would be formed to this end

After a Cosatu weekend campaigns conference, deputy secretary-general Sam Shilowa said the campaign against the companies would include occupations, consumer boycotts, publicity, blacking actions and international solidarity

The campaign would have a national profile and Cosatu's alliance partners — the ANC and the SACP — would demand the reinstatement of dismissed workers

The Cosatu list includes Iscor, Kentucky Fried Chicken which Cosatu says

dismissed 150 workers, De Beers (71 workers), Boart Metals (600 workers) and the TPA, which dismissed 7 000 hospital workers

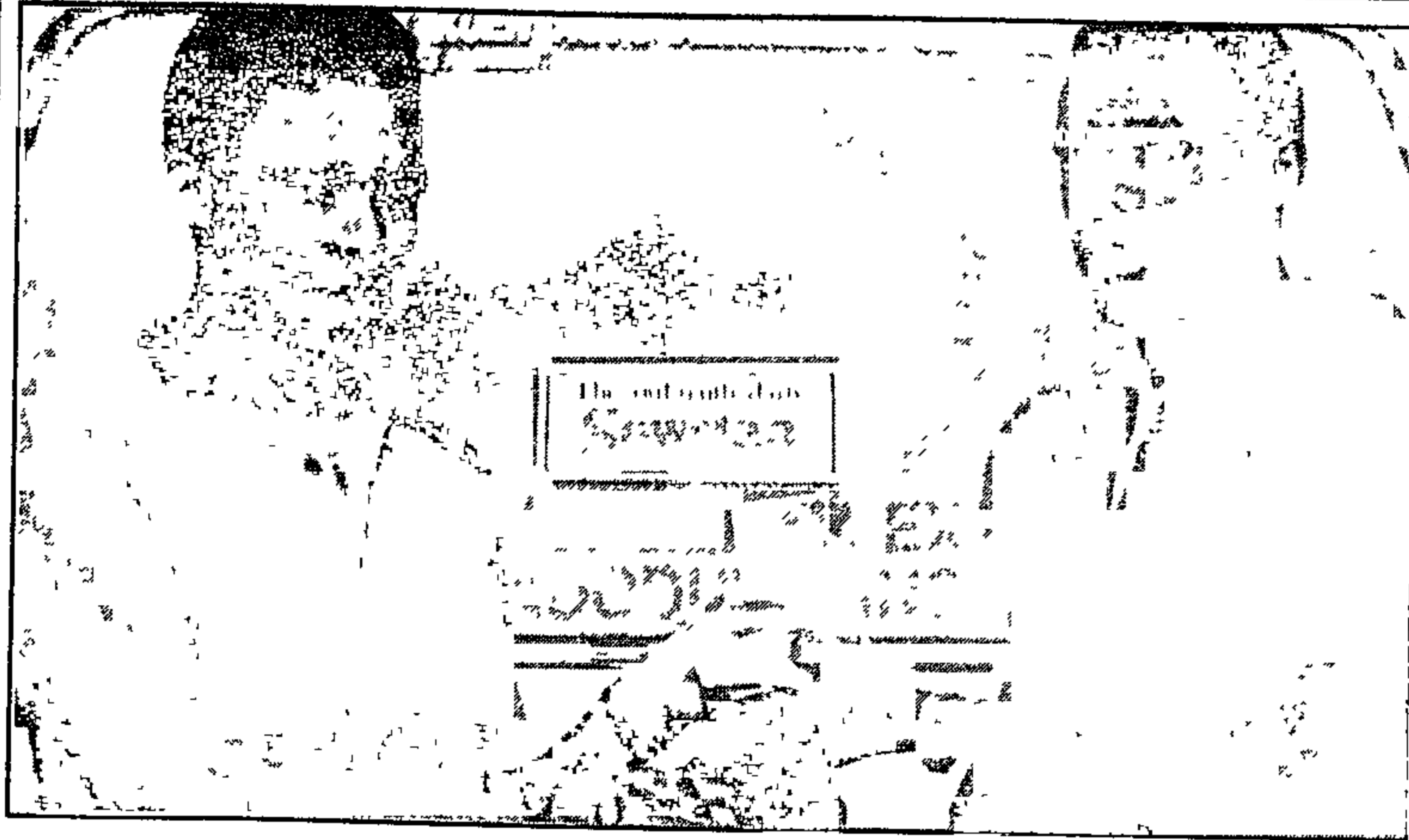
Cosatu said a national shop steward council involving all Anglo companies would be called to discuss action against the corporation

Cosatu would also target companies implicated in attacks against Cosatu members, among them Sasol and Gold Fields

It named Afrox, Sabax and Telkom among companies doing business with hospitals

● Picture Page 3

be stopped ● Businessmen call for an end to violence



Mr Phineas Rakgabale (right) of Mahwelereng won R200 for displaying his Sowetan bumper sticker. Mr Johannes Monama of Tritex filling station in Potgietersrus gave him his prize.

Violence must 'be stopped'

■ **CRITICAL PERIOD** Premier boss

warns of effects of political instability:

By Joshua Raboroko

CERTAIN ACTIONS by political parties damaged the economy and would weaken the ability of the corporate world to help small business develop and create jobs for the disadvantaged

Speaking at the Business and Entrepreneurial Development Conference in Midrand yesterday, the chief executive of the Premier Group, Mr Peter Wrighton, said black economic empowerment could not take place in an atmosphere of violence and political instability.

"We all know that the regeneration of

business cannot take place without peace and political stability. We plead with our leaders to act more like statesmen in this critical period of our history," Wrighton said

He appealed to the corporate world to help township entrepreneurs

"Big brother must help small brother grow," he said

National Sorghum Breweries' Professor Mohale Mahanyele said one of the stumbling blocks to black advancement was lack of finance

He said big business and the Government should pump money towards black economic empowerment

Cosatu's appeal to employers

Deadline to taxes nears as protests increase:

By Ike Motsapi

THE CONGRESS of South African Trade Unions has set December 1 as a target date for employers to stop deducting the Pay As You Earn tax from workers' salaries

Cosatu media officer Mr Neil Coleman yesterday said they expected companies to support the call as part of the ANC-led mass action

Instead, employers would be asked to pay the tax into a fund for "peace and democracy" to be established soon

The federation also agreed to step up the mass action campaign

It would also call for the occupation of government buildings

PHOTO BY IAN GIBSON

Anglo 'happy' to talk to Cosatu

ANGLO American would be happy to meet Cosatu to find constructive solutions to "prevent conflicts" as nothing positive could be achieved by attacks on individuals or organisations, Anglo executive director Bobby Godsell said yesterday. *6/10/92*

Godsell was responding to Cosatu's decision at the weekend to target the company with industrial action because of dismissals during the recent metalworkers' strike. *6/9/92*

Meanwhile DP spokesman Robin Carlisle condemned Cosatu's call for more mass action as "another season of dark madness"

Cosatu has meanwhile called on employers to respect the desire of workers to commemorate the Bisho massacre on Friday when the victims are to be buried. Cosatu said many workers wanted to attend the funeral and should be given the day off.

Workers will stay away in the eastern Cape and Border regions and Cosatu has asked employers to "demonstrate their concern" by shutting down for the day. *6/10/92*

● Comment: Page 6

RIPAM 16/9/92
Numsa no 7

to new offer

DIRK HARTFORD

NUMSA has rejected a 9,1% wage offer linked to a proposed measure protecting employers from compulsory company-level bargaining (UOA)

This is the latest impasse in reaching a settlement to the four-month dispute between Numsa and the metal industry (SAPA)

However, Saisa said in a statement unions affiliated to the Confederation of Metal and Building Union, the Mineworkers' Union and the Yster, Staal en Verwante Nywerhede Unie had accepted the revised employer offer of 9,1% (SAPA)

The Metal and Electrical Workers Union of SA and the Steel, Engineering and Allied Workers Union of SA agreed to recommend acceptance of the offer to their members

Numsa tabled a lowered demand of 9,5% or 60c on scheduled rates, depending which was higher — Sapa

● Cosatu is to go ahead with plans to mourn the 24 people massacred in Bisho last week

The trade union federation has discussed a possible shut-down of workplaces tomorrow with Western Cape representatives of the Cape Chamber of Commerce, Cape Chamber of Industries, Cape Town City Council and Afrikaanse Handelsinstituut

"The employers' response to this request was sympathetic. They indicated they would recommend members adopt a sympathetic stance towards the workers' request. This would involve a 'no work, no pay' approach"

A lunchtime service is being planned for the Grand Parade. This will be followed by a march to the Ciskei consulate on the Foreshore, where a rally will be held at 2pm, to be followed by a march to Groote Schuur, President De Klerk's official residence, at 3pm

ARG 17/9/92
Cosatu (100A)
fires (50A)
salvo at
Mandela

DENNIS CRUYWAGEN
Political Staff

ANC president Mr Nelson Mandela has been slated by the Congress of South African Trade Unions (Western Cape) for his "unilateral" decision to restart negotiations.

In a hard-hitting interview, regional Cosatu secretary Mr Jonathan Arendse said, "We in the region are closer to the people on the ground than he is. We know the people want action"

He also accused the ANC National Working Committee, the movement's shadow cabinet, of "sowing confusion"

He said Cosatu (Western Cape) was unimpressed by Mr Mandela's shift

"Whatever he has said does not affect what we've planned for October 12 (the day when a special sitting of Parliament begins)

"We will have a day of action and are not thinking of deviating from our plans. Regionally we don't accept unilateral decisions"

He said the ANC's decision to call off a planned protest march in Bophuthatswana had been taken unilaterally

"The alliance comprising the ANC, Cosatu and the South African Communist Party, had planned that march. The ANC national working committee had no right to call it off. The committee is sowing confusion through its unilateral action."

He said "people on the ground" were angered by the decision

Union pledges to 'grab'

ABOUT 150 members of the Western Cape Unemployed Workers' Union recommitted themselves yesterday to making regular bread and milk "grabs." They had already done so on four occasions. After a meeting in Cape Town, a group of about 100 forced their way into a bakery and helped themselves to bread.

BIDA
1977

300 (140A)

Govt action on forum 'slap in face'

BIDAY 18/9/92
140A

COSATU accused government yesterday of seriously damaging prospects for constructive consultation on economic matters by deferring a decision to participate in the economic forum.

The labour federation said government's position was a "slap in the face both to organised labour and organised business"

However, the newly formed Business Forum — which includes the AHI, Chamber of Mines, Sacob, Seifsa, Bifsa, Nafcoc and Fabcos — said even though the economic forum had been delayed it had to be given a chance to "do its job" Business still believed the forum was the best mechanism for addressing the concerns of all parties to the economy.

Business would arrange meetings with government and labour to discuss how best to proceed in the current situation

Cosatu alleged government wanted to proceed with unilateral economic restructuring without being fettered by socio-economic negotiating forums

It said all outstanding issues had been resolved between the parties to the forum and a firm date — October 2 — had been set for its launch "The Cabinet reversal of the agreements reached undermines the ability of its Ministers to negotiate with

DIRK HARTFORD

credibility"

Although Cosatu described government's decision as a "flagrant breach of an agreement" reached with Finance Minister Derek Keys last week, minutes of the meeting indicate that Keys was careful to stress that the consensus reached was conditional on a "positive response" from Cabinet

Keys said at the meeting, which was also attended by Manpower Minister Leon Wesels, State Expenditure Minister Amie Venter and Finance director-general Japie Jacobs, that a forum plenary session "was one of the most difficult issues for him to sell to his constituency" In addition, he had to work methodically to build consensus among government departments

The meeting identified Cosatu's mass action and anti-PAYE campaigns, as well as government's "unilateral economic restructuring" as the main obstacles to getting the forum off the ground

Employer representatives at the meeting, including Barlow Rand's John Hall, Anglo American's Bobby Godsell, Sacob's Raymond Parsons and Seifsa's Brian An-

To Page 2

Forum BIDAY 18/9/92

gus, generally argued that Cosatu's positions on PAYE and mass action should not prevent the forum from starting work However, Godsell emphasised that business was opposed to these actions which "if pursued by Cosatu would influence the ability of business to continue talking in the forum"

The Business Forum said last night there was no way it could support an anti-PAYE campaign

Last night a spokesman for Keys emphasised that government had not closed its doors on the forum but was waiting until it was convinced that all parties were pursuing economic growth as a primary aim subject to the law

WILSON ZWANE reports that Cosatu is set to invite employers to discuss its planned PAYE boycott

Cosatu spokesman Neil Coleman said yesterday the federation was in the pro-

cess of discussing the tax rebellion and how it should be implemented

Coleman said employers needed to discuss the PAYE boycott with Cosatu as such an action was an attempt to pursue the same objectives set in an agreement between Cosatu and Saccola These included an end to violence and a speedy establishment of a democratic government.

Saccola spokesman Bokkie Botha said the employer body was still examining the matter and would comment "when it is appropriate".

Cosatu announced on Monday it had set November 1 as a target date for employers to start withholding PAYE payments from government.

The announcement prompted the Inland Revenue Department to warn employers that they would be prosecuted or penalised in terms of the Income Tax Act if they defaulted in PAYE or SITE payments

From Page 1

Decision on economic forum shocking **Cosatu**

By Thabo Leshilo
and Carina le Grange

Cosatu has criticised the Cabinet's decision to suspend involvement in the National Economic Forum as "a slap in the face" for organised labour and business.

The Cabinet action, announced by Finance Minister Derek Keys late on Wednesday, was defended in a new statement issued last night by the Ministry of Finance and Trade and Industry.

The statement said Mr Keys would discuss Cosatu's position with them immediately after his return from International Monetary Fund and World Bank meetings.

Mr Keys also reiterated his previous assurance that he did not intend to restructure the economy unilaterally.

Yesterday, Cosatu said the "shocking turnabout"

by the Government was a "flagrant breach" of a tripartite agreement reached last week.

The NEF agenda was to focus urgently on job creation, food prices and other issues.

Cosatu has said the country may well have seen meaningful results from the NEF within six months.

"The Government's absurd decision has now dashed these prospects, with potentially devastating results for the economy."

The trade union federation said that the Cabinet's reversal of the agreements undermined the ability of its Ministers to negotiate with credibility.

A Finance Ministry spokesman, however, said last night that the Government has not closed its door on the NEF

The spokesman said the Government, while committing itself to the principle of an economic forum, has deferred its decision to establish the forum until it was convinced that all parties participating were pursuing economic growth as a primary aim.

According to Cosatu, Government concerns about mass action and the PAYE campaign were fully addressed at last week's meeting.

All outstanding issues had been resolved and a firm date, October 2, had been set for the plenary of the NEF. It was also agreed that a joint announcement would be made on September 21.

Cosatu will discuss its position on the future of the forum and what action to take at a meeting of its central executive committee early next month.

w/mail 18/9 - 24/9/92

LABOUR BRIEFS

Sappi using 'technicalities' in strike

■ **TRADE** union fears are mounting of a concerted employer strategy to fight strikes by exploiting legal technicalities. In the wake of metal employers' successful court challenge to the engineering strike ballot — on grounds of balloting irregularities — the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has complained of similar tactics by Sappi.

Ppwawu claims employers have responded to invitations to observe its strike ballot by saying ballots will not be allowed at individual plants because the dispute is between the union and the parent company.

Ppwawu national organiser Dickson Mofha said: "It was obviously co-ordinated. We suspect they may be using technicalities to sabotage the ballot."

(140A) ~~140A~~ ~~140A~~
Sappi and Ppwawu are in dispute over the union's demand for a retrenchment moratorium following the sacking of 2 000 workers in April, and negotiations over any further restructuring. Ppwawu is also demanding the transfer of money from the company's pension fund to the union's provident fund, as well as an increase in the company contribution to 9.5 percent. Sappi has offered nine percent.

According to the union, Sappi itself has also questioned the dispute, saying that the union has referred to the company as Sappi Limited instead of Sappi International, as it is registered with the Department of Manpower.

Sappi was approached for comment, but had not reacted at the time of writing.

LABOUR

Some taxing questions for employers

W/Max 18/9 - 24/9/92
 To deduct PAYE and stay out of jail or
 to support Cosatu's tax boycott call?

MONDLI MAKHANYA
 reports on employers' dilemma

WHAT may prove to be South Africa's largest tax revolt kicks off next month with a Congress of South African Trade Unions-initiated campaign to boycott Pay As You Earn (PAYE) tax.

The Cosatu campaign — adopted by the federation's campaigns conference last weekend — coincides with the "fourth phase" of the Tripartite Alliance's mass action campaign. It holds out the threat of a huge confrontation between organised labour and business.

Cosatu has given employers till October 1 to respond to demands to stop deducting PAYE from workers' salaries and November as the date for workers to stop paying the tax to the government. This money, says Cosatu assistant general secretary Sam Shilowa, should be placed in a multiparty-controlled "Fund for a Democratic South Africa".

Already the campaign has caused ripples. Government has threatened to review its participation in the National Economic Forum if Cosatu proceeds with it. Business has been largely tight-lipped, but has declared that it is not prepared to break the law by complying with the campaign's demands.

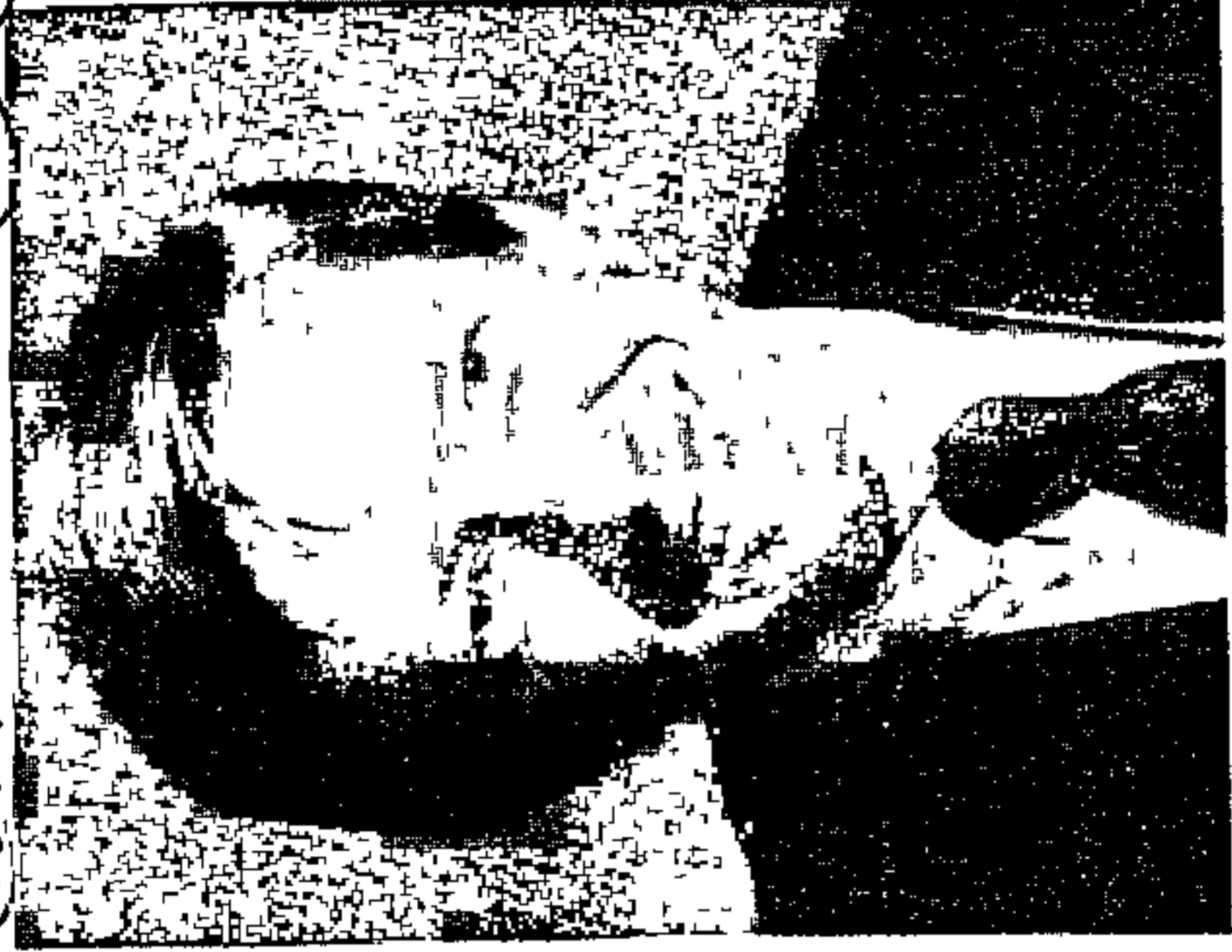
Under the Income Tax Act, failure by an



Cosatu's Sam Shilowa ... put money in a fund

employer to hand tax deductions to the government constitutes theft and the employer would be liable for a jail term or a fine. Employer bodies have voiced fears that rather than taking on big companies, government may target small businesses who neglect to pay over PAYE money.

The boycott has its genesis in Cosatu's nation-



Anglo's Bobby Godsell ... Invited Cosatu to talks

al congress last year, which coincided with the Inkathagate scandal. It gained momentum after revelations of corruption in the Department of Development Aid.

South African Chamber of Business economist Ben van Rensburg rules out any possibility of complying with the Cosatu demand. "Does Cosatu expect employers to willingly

become criminals? We won't commit criminal acts on their behalf," he told *The Weekly Mail*.

According to Saccola president Johann Liebenberg, employers have not even discussed the issue, and have had no contact with Cosatu on it.

Shilowa remains adamant that unless employers back the campaign, there will be friction. He quips "If they are really serious about curbing state expenditure, they'd better join us."

Cosatu's campaigns conference focused on another employer-union flashpoint: a union drive against employers who fired or disciplined workers during the August general strike and the wave of wage strikes this year. This will entail picketing and even occupying head offices.

Angled out for attack was Anglo American Corporation, whose subsidiaries fired several thousand striking National Union of Metalworkers members during the recent engineering industry strike.

A high-level Cosatu delegation is to meet Anglo to discuss their re-instatement and the corporation's "attitude to the right to strike". A national council of Anglo shop stewards is also to be convened to discuss action.

Anglo reacted to the threat by inviting Cosatu to talks. Industrial affairs director Bobby Godsell called for the resumption of the failed Social Charter between Cosatu and Saccola. "The focus should be on the source of the conflict, not only labour relations but also on the process of political transition," he said.

NO SAY, NO PAYE

By SNUKI ZIKALALA,
South African Labour Bulletin

COSATU is planning on playing its trump card – a tax boycott – in December in its campaign to have the government step down in favour of a constituent assembly and interim government.

The main problem facing the campaign, however, is that it will need the co-operation of employers.

At a recent campaigns conference, Cosatu's campaigns coordinator, Jay Naidoo, targeted December 1 as the date on which the boycott would start. The plan is to have employees tax deductions paid into a "peace and democracy" fund, which will be made available if and when an interim government is in place.

While workers will continue having taxes deducted, managements are going to be asked to defy the law and pay the taxes into the fund

Cosatu acknowledged that employers weren't likely to warm to the idea, but felt that through negotiating it could receive undertakings from most of them.

It said workers would be asked to put pressure on employers to consider the request.

Although the idea seems far-fetched, events in the past weeks have shown a willingness among some employers to compromise with unions and communities on broader issues

During the August stayaway – part of the mass-action campaign – employers agreed after consultation with unions not to dismiss striking workers.

Banks have held discussions with the SA National Civics

Association in an attempt to avert a bond boycott. Although no general agreement was reached, The Perm accepted in principle Sanco's call for a code of conduct for banks.

The other banks were, however, scared off by Sanco's demand that they stop providing the government with banking services until an "irreversible process of democratisation" was underway.

Council of SA Banks head Tony Norton said: "It is a point of principle that people cannot co-opt our industry."

Finance Minister Derek Keys announced on Wednesday that the economic forum, due to have been launched this week, had been postponed because of Cosatu's determination to go ahead with the tax boycott.

Cosatu is an important member of the forum, created to

formulate a national economic policy that could rescue SA's economy.

The tax boycott plan has won the support of the SA Council of Churches, in an attempt to ensure that a broader section of the community takes part.

Cosatu will also be trying to co-opt non-unionists and white workers by highlighting the "government's misuse of funds".

Naidoo said: "We will have to convince white workers that the government has been misusing the tax money. They will also benefit from a proper, efficient and well-run government."

In a campaign that relies so heavily on co-operation by employers – and for that reason excludes the public sector – Cosatu and other supporters are going to have a lot of convincing to do.

Business, labour urge consultation

DIRK HARTFORD

140A

GOVERNMENT has been urged by business and labour to avoid presenting its integrated normative economic model — which Finance Minister Derek Keys has said will be ready in November — as a fait accompli.

The forum's future hangs in the balance after government decided to defer its decision on whether to take part because of Cosatu's mass action and anti-PAYE campaigns.

Cosatu negotiator Jayendra Naidoo argued it was difficult to consider documents from any party which had gone through extremely rigorous scrutiny, resulting in that party being strongly committed to it.

He said labour and business were keen to see all proposals — before they were fine-tuned — on the table at a plenary session of the proposed economic forum.

Business representative John Hall said while business understood time-constraints on government regarding its economic model, employers had been frustrated by "pseudo-consultation" in the past.

Anglo American's Bobby Godsell said there were many long-term documents which the economic forum — when it was launched — should begin comparing immediately.



The new grandstand on the southern end of the Wanderers cricket ground will be ready by the time the first game takes place next month. The stand holds more than 11 000 people
Picture BRIAN HENDLER

Flood warning plan probed

ADRIAN HADLAND
WITH more than 60 000 people in SA living on flood plains, the Department of Water Affairs is investigating the establishment of a flood advisory service for local authorities, says a department statement.

Hydrological and meteorological information provided by the service would enable local authorities to issue warnings earlier and with greater certainty, the statement said.

Of these people living on flood plains, a Water Affairs spokesman said "Due to ignorance they are in danger of losing their lives and possessions if the rivers should overflow."

Numsa men and

SUSAN RUSSELL
The Rand Supreme Court on Friday jailed five National Union Of Metalworkers (Numsa) members and a hired assassin following the murder of five non-strikers at Haggie Rand between 1989 and 1990.

All six were convicted on various counts of murder, attempted murder and arson, and received effective sentences ranging from 12 to 28 years' imprisonment.

The five Numsa members, two of whom were shop stewards, were all fired in October 1989 for taking part in an illegal strike.

Richard Ngobeni, 40, Jeffrey Mtshali, 36, Malvert Ngubane, 42, Malan Khumalo, 45, and Samuel Malepo, 41, were also members of

a "Committee of 10" formed among strikers and which began a violent intimidation campaign aimed at forcing non-strikers to stop work.

The sixth man, Joseph Bhengu, 27, was hired to kill non-strikers during the industrial dispute.

All six pleaded not guilty to murdering five people and attempting to murder nine others during the intimidation campaign between October 1989 and May 1990. They also pleaded not guilty to two counts of arson and illegal possession of a firearm.

The State last week called for the death sentence.

Judge R du Plessis, sitting with

two assessors, found that despite the seriousness of the crimes, mitigating circumstances existed which did not make it imperative to impose the death sentence on any of them, and that they could all be rehabilitated.

All six were first offenders and, with the exception of Bhengu, had acted out of character by participating in the crimes.

He also accepted that against the background of the strike and what they regarded as unfair dismissals, the five Numsa members had been influenced by strong emotional factors. An aggravating factor was that the attacks on non-strikers had been premeditated and committed over a long period of time.

Union fears hostel work

TIM COHEN

PRETORIA - A long-standing and escalating dispute between township councils and municipal workers is still preventing the provision of services to Reef hostels.

Regional representative of the SA Municipal Workers' Union Reginald Dubanzana said at the weekend that union members were refusing to provide services to some hostels because they feared for their safety.

More than 300 union members were fired recently because they refused to provide services at the Dobsonville Hostel following the deaths of a number of union members, allegedly at the hands of hostel residents, he said.

Workers then refused to report for work at municipal premises, which are attached to the hostel, where residents are mainly Inkatha supporters. The union regarded the action of the Dobsonville councils as an unfair labour practices and legal action was being considered.

Although the Dobsonville hostel was the current focus, point, union members are also loath to provide services to the hostel controlled by the Diepmeadow council.

This dispute arose last year, after municipal workers had refused to supply services because they feared for their safety. Services provided by municipal workers include plumbing and refuse removal, he said.

Numsa men and assassin jailed

Another aggravating factor was that the crimes were "aimed at innocent workers whose only sins were to exercise their democratic right to eke out an existence", the judge said.

"You have all had occasion to hear and see the widows and mothers of those victims who died in your attacks. You have heard them telling this court how the deaths of their loved ones has affected them."

"Each of you is capable of being a useful member of society. Some of you have undoubted leadership qualities. The time that each of you is to spend in prison will not be easy. I trust you will ensure you make the best of that time," the judge said.

Perskor ordered to reinstate workers

DURBAN — Publishing giant Perskor has been ordered to reinstate 300 workers it dismissed four years ago. They are all members of the Media Workers' Association of South Africa. The order was handed down by

the Appellate Division in Bloemfontein after a four-year legal battle between the company and the union. *CT 2/9/92*

The order, which requires that all dismissed employees be reinstated and receive wages owing

to them, is expected to cost the company millions of rands.

The workers were part of a group which went on strike over wages soon after the company and Mvusa signed an agreement in 1988. *(140A)*

'Literacy key to a higher productivity'

140A
■ State and employers will be asked to set up a training fund:

Sowetan Correspondent

SOUTH AFRICA'S LOW productivity can only be properly addressed through a Government-backed literacy programme for the country's estimated 15-million functionally illiterate adults, claims Cosatu

Cosatu's Rahmat Omar said although no official figures were available, the gloomy picture was that 45 percent of the economically active population was illiterate and 25 percent semi-literate, leaving a mere 30 percent literate.

If these figures are correct, that puts South Africa on a par with New Guinea but behind Zimbabwe which claims a 75 percent literacy rate and Botswana with 71 percent literacy rate

Sowetan 24/9/92

Basic literacy training

Many private organisations have surfaced, progressing from solutions based on basic literacy training to a comprehensive focus on life skills

They include Read, Educate and Develop (Read), English Literacy Project (ELP), Co-operative Organisation for the Upgrading of Numeracy Training (Count), Training in English Language and Literacy (Tell), National Literacy Co-operation, which is active in the Eastern Cape, and Basic Education and Skills for Adults (Besa)

A holistic approach

Besa, which caters for the lion's share of the market, "established a need for a holistic approach to adult basic education, linked to skills-based career paths", according to marketing director Kevin Janssens

Mr Janssens said "After addressing basic literacy, we move on to English language competency along a continuum of growth, numeracy, life and technical skills

Simon Munkulu, training officer at Allied Publishing which will launch a Besa training programme next month, said many newspaper vendors were unable to read the product they were selling

Omar said the State would be urged to set up a training fund assisted by employers who should be offered tax exemptions

Guide to holding of proper strike ballot

1409
1409
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1409
■ Judge found there were irregularities in Numsa's action:
Dowetam 24/9/92

By Ike Motsapi

RECENT Industrial Court decisions have resulted in trade unions wondering what constitutes a proper strike ballot for the purpose of Section 65 of the Labour Relations Act (LRA)

The strike by the National Union of Metalworkers of South Africa (Numsa) was declared null and void by the Pretoria Supreme Court after the court found that there had been some irregularities during balloting

People's Dynamics on Labour Law in South Africa has published an article on the issue of what constitutes a proper strike ballot.

Among the guidelines are

A ballot officer must make the necessary arrangements for the holding of the ballot, supervise the conducting of the

ballot and ensure that procedure in the union's constitution is strictly adhered to;

The ballot officer should give the employer reasonable written notice of the date, time and place of the ballot and invite him to send an observer to witness the balloting;

Where an employer permits a ballot to be held on his premises, the ballot officer should ensure that the balloting is not disruptive;

The issue upon which the ballot is to be taken must be the same issue which formed the subject of the dispute between the parties at the Industrial Council or Conciliation Board meeting;

The issue as it appears on the ballot papers, in one of the official languages, should be clear, concise and understandable

Biggest bursary 140A

THE South African Clothing and Textile Workers Union has allocated R1 million to its bursary fund for clothing, textile and leather workers for 1992, Sactwu assistant general secretary Ebrahim Patel said on Wednesday.

Sowetan 24/9/92
The bursary scheme, based on a 10 cent levy on the weekly wages of some 200 000 Sactwu members, is the biggest run by a trade union in South Africa.

In a statement, Patel said 995 bursaries had already been approved for higher education.

"Clothing, textile and leather workers earn too little to finance their own children at university, and the state has failed to take over responsibility for the proper financing of higher education."

"In order to make it possible for the children of workers to receive higher education, this contributory scheme has been established," Patel said - *Sapa*

LABOUR UPDATE Rolling mass campaign gathers steam

Mass action rolls on with new moves

By Ike Motsapi

PHASE FOUR OF the rolling mass action campaign of Cosatu, the ANC and SACP began in earnest this week with a series of events planned for up to year's end

Some of the planned action includes selective consumer boycotts in certain areas

Tomorrow Cosatu will march to the Mozambican border to demand the de-electrification of the border fence

The march is part of the tripartite alliance mass action campaign aimed at installing a new democratic government by the end of the year

Dismissed workers

And as from October 1 until the end of the month, Cosatu plans to occupy the national headquarters of companies that have dismissed workers

Other tactics still to be decided and finalised by Cosatu, the African National Congress and the South African Communist Party will be used to force employers to reinstate those workers

During mid-October Cosatu members will support a strike by its affiliate, the South African Commercial Catering and Allied Workers Union for centralised bargaining

The October 11 to 19 period will be

ELECTRIC FENCE Cosatu will march

to Mozambique border in further action:

regarded as a week of action for political and violence demands

Large scale occupation of Government buildings and blockades of all cities and towns are to take place on October 12 during the opening of Parliament.

Cosatu is considering holding the people's assembly on that day

Proposals for a work stayaway on this day is to be discussed by the affiliates and finalised at a special central executive committee of Cosatu on October 1

On October 11, which is regarded as the International Day of Political Prisoners, Cosatu plans to march to prisons throughout the country to demand that prisoners be released

Free activity

Cosatu also wants to intensify its campaign for free political activity in all the homelands

Some of the points to be considered are

The need to intensify the struggle so as to move as speedily as possible to the holding of elections for a democratic

Constituent Assembly,

A climate has to be created for the holding of such elections, meaning that the alliance should intensify the campaign for free political activity and an end to violence,

Solidarity action in support of dismissed workers and workers affected by violence,

Selective boycotts

Companies implicated in attacks on Cosatu members must be given ultimatums after which they must be targeted for selective boycotts,

Cosatu to investigate the implications of a judgment against the Numsa strike for the right to go on strike,

The need to finalise the Workers Charter campaign and ensure that the workers summit takes place before the end of the year,

Cosatu to assist in the establishment of structures in drought affected areas, including helping to establish public works programmes, and

Intensify and revive the campaign around VAT and lower food prices

Literacy the key to productivity Cosatu

STAR 24/9/92

By Shirley Woodgate

South Africa's low productivity rate can be properly addressed only through a Government-backed literacy programme for the country's estimated 15 million functionally illiterate adults, claims Cosatu

With "literacy" the new buzzword in the marketplace, spokesman Rahmat Omar said although no official figures were available, the gloomy picture was that 45 percent of the economically active population was illiterate and 25 percent semi-literate, leaving a mere 30 percent fully functional

If these figures are correct, that puts South Africa on a par with Papua New Guinea but behind Zimbabwe, which claims a 75 percent literacy rate, and Botswana with 71 percent

Despite the failure of the State to significantly address

the enormous education backlog, a string of private organisations have surfaced, progressing from solutions based on basic literacy training to a comprehensive focus on life skills

They include Read, Educate and Develop (READ), English Literacy Project, Co-operative Organisation for the Upgrading of Numeracy Training, which works with rural children in the eastern Cape, Training in English Language and Literacy; National Literacy Co-operation, and Basic Education and Skills for Adults (Besa), which is one of the leading literacy and adult basic education companies

Besa, which caters for the lion's share of a market ranging from major mining groups to community-based projects, "established a need for a holistic approach to adult basic education, linked to skills-based career paths", according to marketing director Kevin Janssens

The organisation's director of

research and development, Brian Wood, added "This is implemented in consultation with all stakeholders catering for the needs of the learners, the company and surrounding community"

Mr Janssens said "After addressing basic literacy, we move on to English language competencies along a continuum of growth, numeracy, and life and technical skills

"In the mines, the initial need, using trainers drawn from their own staff, has been to replace the authoritarian Fanagalo, then to move on to more specialised education

"Originally the focus was on quantity. Now we are at the stage where the acid test is quality and effectiveness of training"

Simon Timkulu, training officer at Allied Publishing, which will launch a Besa training programme next month, said many newspaper vendors were unable to read the product they sold on

street corners. Many had never progressed beyond Standard 1

"The course will initially home in on the vernacular, then move on to English and eventually to advanced levels up to matric. The course is at their request, born through a desire to improve themselves"

Cosatu's Ms Omar said the State would be urged to set up a training fund assisted by employers who should be offered tax exemptions

"But first we would like the Government to disclose what is available and what its involvement is at the moment

"What we do know is that the current shortage of skilled labour we are now experiencing is the fruits of decades of apartheid education and the failure of employers to ensure education," he said

"Unless we are able to raise the skills level and the education of the population at large, we will not see further economic growth"

Accord was sabotaged by the Govt'

■ Agreement between Cosatu and Saccola to limit the August 3 and 4 stayaway called by ANC alliance:

140A *Sowetan 25/9/92*
THE Government had deliberately set out to undermine attempts by Cosatu and Saccola to reach an accord which would have limited the August 3 and 4 stayaway, according to political scientist Professor Heribert Adam.

The accord would have almost been an economic Codesa, laying the ground for economic co-operation in line with the move from an adversarial to a more social democratic direction in labour relations, Adam says.

The Government could not have allowed the proposed accord to succeed as this would have seen the political initiative passing from political organisations to trade unions and a loosely organised employer group, Adam is quoted as saying in the latest edition of SA Labour News.

Instead, Government strategists had argued that allowing the envisaged stayaway to go ahead would see the African National Congress overplay its hand and enhance a process of disillusionment with mass action.

Speaking at a seminar organised by the Industrial Relations Practitioners' Association of South Africa, Adam said it had been unrealistic of Cosatu (Congress of South African Trade Unions) and Saccola (SA Consultative Committee on Labour Affairs) to think the Government would allow the political initiative to pass out of its hands this way, which was one of the fallacies underlying the failure of the accord.

An underlying problem, he said, was that the accord was opposed by a strong element within the Cosatu leadership, backed by a grassroots constituency which had militant positions well beyond the "hand-shaking" negotiators.

Adam said it was also presumptuous of the parties to think that they could deliver the public sector as a participant in a symbolic action against the Government when the public sector was heavily representative of "the type of people who sang Die Stem and waved South African flags at rugby internationals".

The opposition to the accord within Cosatu stood on four legs:

- It would demobilise an already mobilised constituency and remove power from the grassroots;
- It was an elite deal between leaders of each group;
- It was silent on crucial issues such as retrenchment, farmworkers and the public sector; and
- It would have been a move towards social democracy which was seen as modifying capitalism to make it more acceptable, while the real task was to abolish capitalism altogether.

These elements argued that the task was to remove the De Klerk regime not to share power with it.

Adam said the accord had been conceived in a situation where threatened mass action had forced employers to enter the political arena again in a pro-active role and with Cosatu strategists hoping to drive a wedge between employers and Government, with business joining labour in expressing concern about the future of the country.

But this ignored a basic reality, which was that mass action was devised to force employers to intervene with the Government, rather as a threat which would induce their intervention.

At the same time, calling it off would have been viewed as a sell-out by grassroots elements. - Sapa

Employer clause on agenda at engineering wage talks

ENGINEERING industry pay talks have moved into a delicate phase, with all parties due to meet today to fine-tune a clause protecting employers against compulsory plant-level wage bargaining

Seifsa executive director Brian Angus said yesterday he was "guardedly optimistic about a settlement"

He declined to disclose the results of a special industry council meeting held on Wednesday

Seifsa has made its revised wage offer of a 9.1% increase on actual earnings conditional on union acceptance of a clause that protects employers against compulsory company-level bargaining

Angus said Numsa would be at Friday's meeting which, according to Metal and Electrical Workers' Union of SA spokesman Zithulele Cindi, would finalise details of the clause on wage bargaining levels

Numsa last week shunned talks on the clause which aims to stop unions from forcing employers into paying higher rates

than agreed at national negotiations
Cindi said his union accepted Seifsa's offer in principle, but had reservations about the rider limiting union rights on wage bargaining (140A) (122)

Where workers already have the right to factory-level bargaining, this should remain. The clause must not be permanent

Motivating Numsa's opposition to the clause, Numsa chief negotiator Les Kettle-das last week said it protected employers only, with no reciprocal security for workers against arbitrary changes to service conditions. He said the union also insisted that a settlement depended on the reinstatement of about 3 000 Numsa members fired during the August strike

Angus earlier indicated the clause could be reviewed at a later stage

Seifsa's final offer has been accepted by unions affiliated to the Confederation of Mining and Building Unions, the Mine Workers Union and the Iron and Steel Workers Union - Sapa

bloomy

25/9/92

Keys breathes life into economic forum plans

Weekly Mail Reporter

W/Mail 25/9 - 11/10/92

THERE'S still life in the National Economic Forum (NEF), despite the government's deferment of its decision on participation. A flurry of activity is expected in the next few days following Finance Minister Derek Keys' return from the International Monetary Fund conference in Washington. Keys has indicated that on his return he will "urgently" seek meetings with the Congress of South African Trade Unions, whose proposed PAYE boycott sparked the government delay on the NEF. (100)

Meetings between Keys and business representatives are also scheduled. Only after these will the cabinet make its decision.

Keys' press secretary, Lesley Lambert, stressed that the deferment of the decision has not affected the functioning of the government's team, which was still available for NEF meetings.

The signs are that the NEF will be back on track once Keys and Cosatu iron out their differences over the PAYE issue. A possible solution being mooted is that Cosatu will continue paying lip service to its PAYE boycott, while urging Keys to press the cabinet into a swift transition to interim rule. Once a transitional government was in place, the boycott would be dropped. (140A) (100)

There is considerable scepticism, even among unionists, about Cosatu's capacity to wage a campaign. Without the co-operation of big business — which is adamant it will not break the law — the boycott would be stillborn. Cosatu would have to lead the way by withholding PAYE, exposing both it and its affiliates to prosecution.

Focus on nehawu

Sowetan 28/9/92.

MOTSAPI: Are there any efforts being made to end the 16th hospitals strike?

Thobejane: We are busy working towards ending the strike sooner than later. At the moment the talks are at a critical stage. At our previous meeting what happened was that we closed the gap between ourselves and the Transvaal Provincial Administration. The Peace Secretariat of the Vaal-Witwatersrand Regional Dispute Committee is involved in the process aimed at finding an acceptable settlement on the issue.

Mr Andre Lamprecht is chairing our meetings so that it should not appear that everyone involved in the talks is seen to be scoring points. We regard this as a very sensitive matter. I think that before the end of the week we will be jointly announcing the details of the settlement.

Motsapi: There is an air of hope among the dismissed workers who are confident that they are going to get their jobs back. What is your reaction?

Thobejane: The strike has gone on too long and everybody is hoping that it will be resolved as quickly as possible.

Well, people have the right to speculate. I must point out that this is the first strike of its kind that has been undertaken by Nehawu. It was clear that it was going to affect our members and other communities because it has been politicised by the government and other political organisations in a way.

The strike has obviously caused some damage. This includes loss of life and damage to property. We have lost four shop stewards who were killed during the process. So, if the strike could be resolved this will be a relief to a lot of people.

I want to stress that those expectations are genuine.

The strike has to be resolved quickly. If it is allowed to go on and on a lot of lives will be lost in the process.

Motsapi: You speak of the damage that has been caused and done during the strike. What is your assessment of the whole situation?

Thobejane: Well, obviously it is regrettable that people were killed and property damaged. That was not the intention of the strike. This has resulted in the collapse of essential services and this is wrong.

Motsapi: People say that Nehawu is linked to the harassment, murder and damage done to property. What is your reaction to this?

Thobejane: We at Nehawu are aware of what has been happening. We believe that the murders that have been taking place are the work of professional killers. To us we did not want to come to the conclusion that this was the work of the government. We could not link it to the TPA, police or anybody. We agreed that this was the

Sowetan's Ike Motsapi spoke to Neal Thobejane, assistant general secretary of the Nehawu. Motsapi asks about the current strike, why it has been so prolonged and what the reasons are for the violence it has provoked: (1401)



Neal Thobejane, Nehawu's assistant general secretary.

work of the vigilantes themselves. People also say the attack in Naledi Extension 2 was our fault. What came to mind was how did people reach the conclusion that it was us?

I want to point out that both parties, that is to say the TPA, maybe Nehawu and the government, are responsible for what has happened.

Motsapi: Was the strike legal or not?

Thobejane: You know that because of the present legislation in the country, unions are illegal and regarded as null and void.

Even the 1990 strike was regarded as illegal. Well, this strike is our biggest one but we did not anticipate that it would take so long.

Motsapi: People say the strike was not well-co-ordinated and, hence there has been this delay in reaching a settlement. What is your response?

Thobejane: As trade unionists we believe that it is impossible to predict when a strike will take place. This strike was impulsive.

So the question of planning and making strategy is out of question. The workers should decide themselves. If you want to dictate to them it is like saying, tomorrow we are going out to fight. But the question is: What if they are not ready? You cannot push them to do that.

Motsapi: What is Nehawu's plan or programme of action now?

Thobejane: We are still fighting to have our workers reinstated. Obviously if this is not done we have to go back and plan what we should do. We will obviously step up the programme of pressuring the authorities to accede to our demands.

Motsapi: What is the total membership of Nehawu and does it have the support of nurses or, say, professional people?

Thobejane: We have a membership of about 80 000 at present and this is growing. We have nurses, doctors and other people in our ranks and we believe that this too is growing.

Angolan voters flock to polls as peace holds

STAR 30/9/92

LUANDA — Heavily armed riot police guarded government buildings in the capital yesterday as voters turned out in large numbers for the first day of Angola's first free elections following 16 years of civil war.

The nation was sealed off from the rest of the world for the two days of voting, with Angolan airspace closed.

Four hundred UN observers are monitoring the elections, fanning out across a country twice the size of France in 40 helicopters and 15 other aircraft.

"Everybody wants to vote today," said one UN observer. "I don't think there will be many left for the second day."

There are 11 presidential candidates, but the only real threat to MPLA President Jose Eduardo dos Santos is Unita rebel leader Jonas Savimbi.

Angola's 4.8 million regis-

tered voters are also turning out at 5 900 polling stations to elect a 220-seat parliament.

Many observers here fear widespread violence in the event of a disputed result and do not rule out a return to war.

But hours before a ballot was cast, the commanders of a new united army were installed in an attempt to allay fears.

"The process is irreversible, the soldiers will not accept a return to fighting," said General Arlindo Chenda Pena, a former rebel leader who commands the army with one-time foe, General Antonio Franca.

However, Unita secretary-general Paulo Aliceres Mango claimed the government planned to delay voting in some areas and had failed to equip voting stations in provinces where Unita has wide support.

But his claims were refuted by Margaret Anstee, the British head of a UN monitoring team.

— Sapa-AFP-AP

TPA reacts to reports of dismissals

(140A)

STAR 30/9/92
It was too early to give any detailed information on the future of newly appointed hospital workers who had taken the positions of people dismissed during the recent hospital strike, the TPA said yesterday.

TPA director-general Andre Cornelissen was reacting to an earlier radio news report saying people employed to replace dismissed hospital workers would not lose their jobs.

A TPA spokesman earlier said that although the National Education, Health and Allied Workers' Union (Nehawu) and the administration had reached an agreement on the re-employment of dismissed workers, this did not mean the newly employed would lose their jobs.

Mr Cornelissen said "In terms of the agreement reached by the TPA and Nehawu, employees dismissed for taking part in strike action may apply for re-employment. Applications completed on the prescribed Z83 forms, obtainable from any government office, may be sent to the head of the institution where the employee was previously employed." — Sapa

R1-m for bursaries

■ Sactwu will finance members' education

By Ike Motsapi

THE South African Clothing and Textile Workers Union (Sactwu) has allocated R1 million to its bursary fund for clothing, textile and leather workers this year

Sactwu assistant general secretary Mr Ebrahim Patel said the money would be used to finance members who study at any tertiary institution.

The 200 000 members of Sactwu contributed ten cents weekly and this resulted in the figure being realised

Patel said: "The union has to date processed and approved 995 bursaries which have been allocated to branches throughout the country."

"This bursary scheme is the biggest run by a trade union in the country"

140A
Sowetan 11/10/92

Nehwu strikers go back to work

■ Scabs to lose jobs, have to retire or be retrenched:

Southern 11/10/92
By Ike Motsapi

OCTOBER 26 marks the return to work of 5 000 dismissed hospital workers after the Transvaal Provincial Administration (TPA) and the National Education, Health and Allied Workers Union (Nehwu) reached a settlement last week.

A committee overseeing the orderly return to work of the dismissed workers, meets next Thursday to lay foundations for the process.

The remaining 2 700 workers could be re-employed after appearing before an arbitrator.

The losers are the 4 500 "scabs" hired during the strike.

They will be offered options of voluntary retrenchments or early retirements.

140A
Mediator Mr Andre Lamprecht said "In this context provision is made for a return to work after due application of a substantial number of dismissed employees."

"Employees who are not taken back because they may have been guilty of violence or misconduct associated with the strike can take their cases to be expedited by arbitration."

"Provision is made for extensive training including joint training between the parties on the code of conduct and its provisions."

"There is also provision for the regulation of any future disagreements between the parties."

A committee chaired by Lamprecht will oversee the agreements' operation and the Witwatersrand-Vaal Dispute Resolution Committee will oversee the return to work.

Union beefs up bursary fund

STimes [C/Metro] 4/10/92. (140A) ~~140A~~

By EVE VOSLOO

THE South African Clothing and Textile Workers' Union has allocated R1-million to its bursary fund for 1992 to finance study by workers' children at any tertiary institution

The money was collected through a 10c a week levy on the union's 200 000 members

To date Sactwu has processed and approved 995 bursaries — 348 in Natal, 299 in the Western Cape, 74 in the Eastern Cape and 274 in the Transvaal

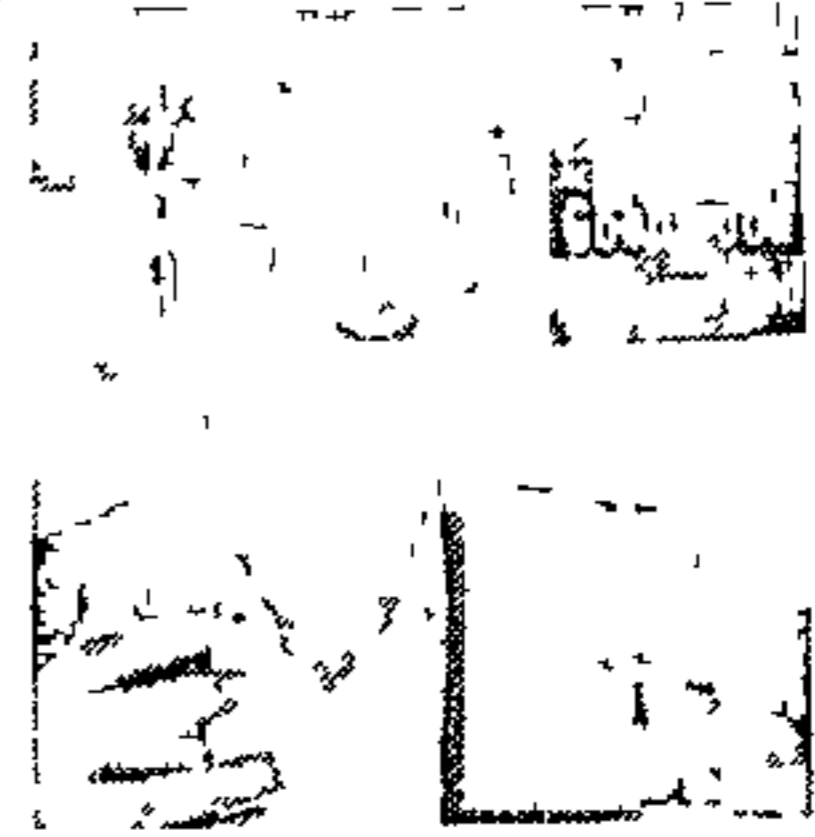
The bursary scheme is the biggest run by a trade union in South Africa

"It is an important contribution towards

the financing of higher education," said Mr Ebrahim Patel, the union's assistant general secretary

"Sactwu runs this bursary scheme in the belief that the future of South Africa will be influenced by the extent to which its population has professional and technical skills

"Clothing, textile and leather workers earn too little to finance their own children at university and the state has failed to take over responsibility for the proper financing of higher education. To make it possible for the children of workers to receive higher education, this contributory scheme has been established," Mr Patel said



EBRAHIM PATEL
'Important contribution'

Workers and state form council

THE Transport and General Workers' Union, Contracts Cleaners' Association and the Department of Manpower in Natal, this week launched an Industrial Council governing 7 000 workers.

Union spokeswoman Debra Marakala said the agreement marked the end of the protracted battles waged by cleaners in Natal. (1401)

"The council is going to enable us to bargain for the improvement of working conditions," she said.

"We are now waiting for the agreement to be promulgated."

Other issues that council will address include increases in the minimum wage ranging from 18 percent to 28 percent, automatic stop order facilities for trade union members, maternity leave benefits and shop stewards' rights.

CPnews 4/10/92

Shane
1991

Bid for equal say for guards, firms fails

Labour Reporter

The Transport and General Workers Union has failed to persuade the Government to alter the composition of the Security Officers' Board to equally represent guards and security firms, TGWU national organiser Jane Barrett said at the weekend.

She said a delegation of security guards met Deputy Law and Order Minister Gert Myburgh on Tuesday. "TGWU members have expressed a deep lack of confidence in a board so heavily weighted in favour of employers" she said.

Employer bodies now have

seven representatives on the board and employees only one

The board governs the training and registration of guards and ensures that employers and employees comply with the industry code of conduct.

Before the meeting, the union suspended the participation of its only representative, Joseph Matshappa. The union has also threatened to advise security guards not to pay the compulsory R48 annual levy for 1993.

● A new industrial council, governing the wages and working conditions of about 7 000 contract cleaners in Natal, was fi-

nally registered last week by the Department of Manpower after protracted negotiations.

The parties to the council are the TGWU and the Contract Cleaners' Association.

The union said the parties had also concluded an agreement covering wages and working conditions in the industry.

The agreement is still to be promulgated. Its main features are minimum wage increases ranging from 18 to 28 percent, automatic stop-order facilities for trade union members, maternity leave and benefits, and shop stewards' rights.

STAR 5/10/92
STAR 5/10/92
STAR 5/10/92

Human chain marks protest against Sasol

B/DAM 6/10/92
KATHRYN STRACHAN

CHEMICAL Workers' Industrial Union (CWIU) members yesterday formed a human chain around Sasol's head office in Rosebank in protest against the oil giant's retrenchment programme.

The demonstration was part of the CWIU's "national day of protest" against the company. This included a march in Cape Town to Princes Candles, a Sasol subsidiary.

The union demanded that Sasol halt the "unilateral restructuring" which had led to job losses, withdraw all pending retrenchments and immediately reopen negotiations in "good faith", CWIU acting general secretary Muzi Buthelezi said. It also demanded that Sasol withdraw all warnings issued to workers who took part in demonstrations, that it ask the Goldstone commission to probe alleged CCB activities at its Secunda complex, and that it agree to the principle of centralised bargaining.

Union delegates, with SACP secretary-general Chris Ham and Cosatu general secretary Jay Naidoo, met Sasol management yesterday in Rosebank.

Sasol yesterday urged the union to re-enter negotiations in good faith. Sapa reports.

Sasol media manager Lee-Ann Goodman said the protest stemmed from unfounded union allegations.

She denied new Sasol projects were intended to restructure the chemical industry, saying they were to ensure long-term growth. While retrenchment was sometimes unavoidable, 1 600 employees had accepted a voluntary package. Only 220 had been retrenched compulsorily, Goodman said.

Wages, she said, were totally market-related. "Last year Sasol paid out R1,6bn to its employees and only about R440m to shareholders."

Union members hold protest at Sasol office

STAR 6/10/92

By Thabo Leshilo
Labour Reporter

14011

About 800 members of the Chemical Workers Industrial Union, protesting against re-trenchments at Sasol, yesterday marched on the company's head office in Rosebank, Johannesburg.

Addressing the CWIU members outside the offices, Cosatu general-secretary Jay Naidoo warned of an impending huge march on Rosebank.

The protesters are demanding an end to the unilateral restructuring of the company which leads to job losses; open negotiations in good faith with the union, the withdrawal of warnings against members for taking part in the ANC/SACP/Cosatu stayaway on August 3 and 4 and the im-

mediate establishment of a Goldstone Commission of Inquiry into alleged CCB activities and violence which led to the deaths of two CWIU members at the Secunda complex recently.

The workers formed a human chain around the office block while a union delegation, led by acting general secretary Muzi Buthelezi, Mr Naidoo and Mr Hani, discussed Sasol's response delivered by industrial relations adviser Joe Boom.

In the response, the company announced that it had declared a dispute with the CWIU for negotiating in bad faith by calling on members to mark yesterday as a "national day of protest".

Sasol said the union had ignored several urgent requests to hold discussions.

they tour the Great Wall of China yesterday.

Kriel accused of 'whitewash job'

Blom 7/10/92
140A

LAW and Order Minister Hernus Kriel was deliberately ignoring advice from a recently established police board and "whitewashing" problems facing the police, Cosatu official Jayendra Naidoo told the Idasa conference.

members of police and civilian representatives

The 22-man board was established to advise on strategy and met for the first time in May this year.

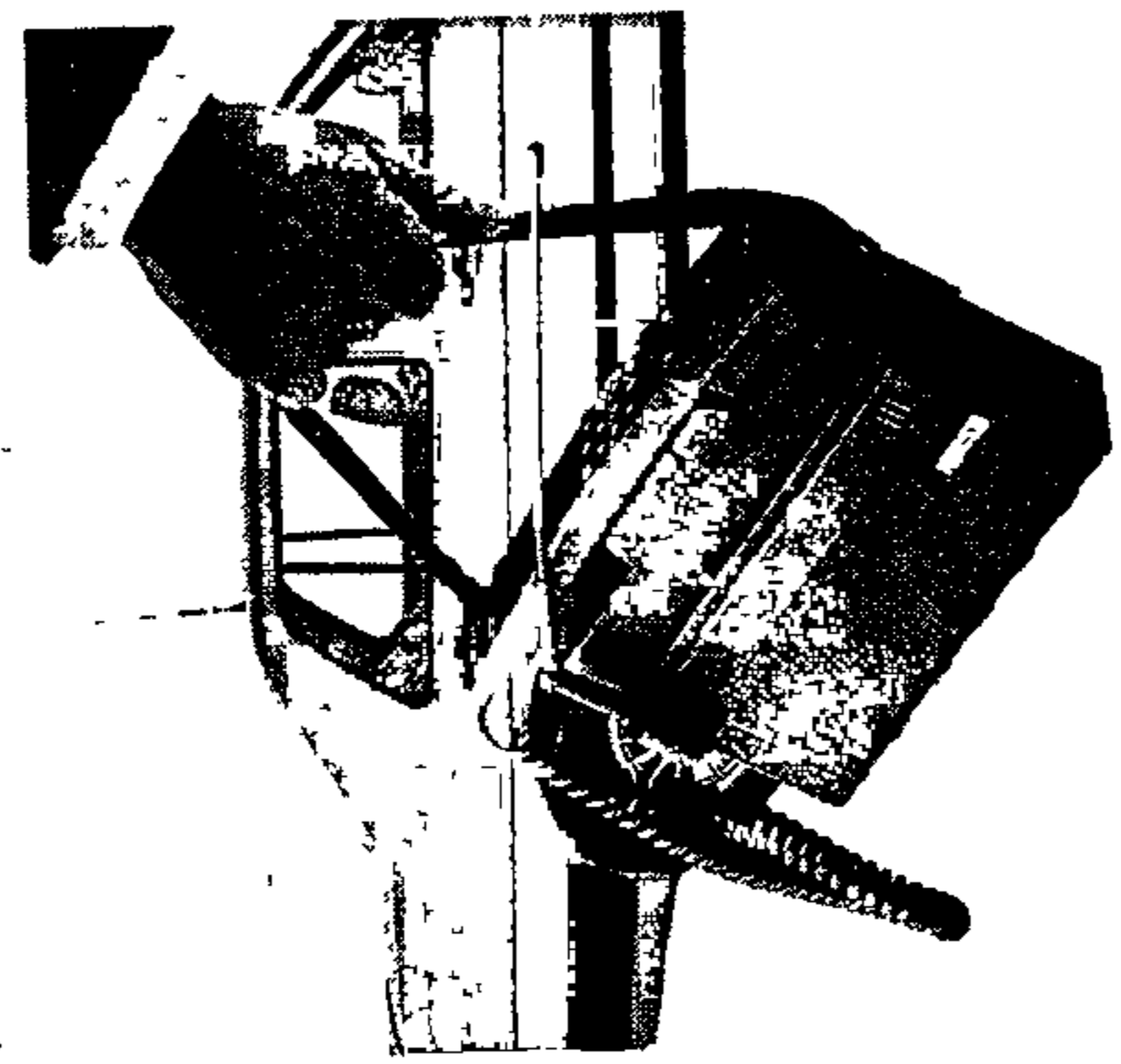
"The way that Kriel has dealt with the police board to date is a disgrace. He seems comfortable whitewashing his problems," said Naidoo.

The national peace secretariat needed to play a greater role in policing, including decisions about which officers were stationed in unrest areas.

He said fundamental changes were needed to enhance community participation in policing.

Police accountability to communities needed to be established in the period before an interim government, to minimise the conflict involved in changing police once a new government had been established, he said.

Promotion, discipline and training, which could be called the police force's "carrot, stick and advice", needed to be changed.



Mandela, whose trip was made at the invitation of Chinese President Yang Shangkun, also met Premier Li Peng and Communist Party chief Jiang Zemin during his three-day stay in Beijing.

Excessive secrecy shrouds new strategic policing plan

Blom 7/10/92

AN UNNECESSARY degree of secrecy had shrouded the development of a new strategic plan for policing, Wits Policing Research Project academics Etienne Marais and Janine Rauch said in a paper to be delivered today.

The paper, which will be presented to delegates at the Idasa policing in the 1990s conference, blamed a traditional police suspicion of "outsiders" for the secrecy.

"This is further complicated by the SAP's unwillingness to allow any other parties to participate in the evaluation and planning process, or, indeed, to publicise its own new reform plan," the paper said.

Rauch, a Police Board member, was the first outsider allowed to witness any aspect of basic police training.

Rauch and Marais praised the recent announcement by police of a new community relations division, which would be responsible for strategic planning, conflict evaluation and the co-ordination of police participation in commissions of inquiry.

But the researchers added the inter-change between different police divisions was difficult and often contradictory.

"Good relations which exist between

mal diplomatic links with SA. Such a visit would worry China's leaders, who actively sought diplomatic isolation for Taiwan, which Beijing considers a renegade province. — Sapa-Reuter.

local station commanders and communities have often been ignored when the Internal Stability Unit has been sent into the area — leading to a breakdown of trust and co-operation," the paper said.

By signing the national peace accord, police had acknowledged they were "not merely a referee, but a significant player in the violence", it said.

Although it was too early to say whether or not the code of conduct signed by police, men in terms of the peace accord had improved policing, there were worrying signs it was "not having much restraining or moderating effect".

Police continued to view criticism of their operations as part of a "political agenda of undermining the credibility of the SAP", allowing police leadership to fob off criticism, the paper said.

Training was still military in character and focused disproportionate attention on the use of firearms, military discipline and the socialisation of recruits into the policing culture, rather than covering areas such as police-community relations, ethical problems and police accountability.



A RECENT supreme court judgment "makes a national strike virtually impossible" and places international labour standards far out of South Africa's reach.

This is the finding of labour analyst Bashier Vally in a post-mortem of the judgment in a case brought by the Steel and Engineering Industries Federation of South Africa (Seifsa) against the National Union of Metal Workers of South Africa (Numsa). In a paper to be published, Vally finds that the judgment effectively ended the strike in the metal industry because it "allows employers to allege irregularities and thereby frustrate the strike", says Vally.

The court approved Seifsa's request

Court ruling 'seriously limits right to strike'

W/M/10/3010-511192
1404

for an interdict against Numsa members on the grounds that the balloting had been illegal.

The clause in the Labour Relations Act which Seifsa relied on is the same

one the recent International Labour Organisation (ILO) Commission to South Africa criticised and said needed urgent reform to comply with interna-

tional freedom of association standards

The judge upheld the interdict without probing the employers' claims and in so doing severely limited the right to strike

A supreme court judgment in the recent Seifsa-Numsa dispute has serious implications for any future national strike, an analyst claims. By FERIAL HAFFAJEE

The court found problems with aspects of the balloting, although it accepted that "a trade union cannot be expected to conduct a ballot with the precision shown in a parliamentary election"

Some of these problems were:

● The union's inability to provide accurate membership figures

● Denial that the ballot had been secret

● The fact that Numsa could not ensure that each member voted only once.

Vally criticises this "formalistic and rigid approach to strike ballots", saying that it doesn't take account of the realities involved in conducting strike ballots. He cites examples of employers

employers to frustrate any strike that fails to strictly abide with the terms of the legislation".

Recently, the ILO's commission to South Africa suggested that the Labour Relations Act (LRA) be amended to remove all obstacles to the right to strike in order to bring the legislation into line with ILO principles on the freedom of association.

The commission specifically addressed problems in the LRA with regard to balloting.

It said that the requirement for an absolute majority of workers in an industry for a strike ballot ran the risk of "seriously limiting the right to strike"

obstructing ballots by refusing to grant time off to workers or to providing access to trade unions. He also says that unions have not always been vigilant about ballots.

In the interests of better labour relations, Vally suggests that "managements should inform the trade union of irregularities at the time they are committed so that the union can remedy them before costly legal remedies are sought"

Balloting laws should also be streamlined because they "provide a weapon to



Endangered The Seifsa judgment provides employers with a weapon against strikes

Christmas action for Cosatu?

By Diane Coetzer

South 3/11/92-4/11/92.

COSATU is considering disrupting business during the festive season as part of a programme against restructuring in the public sector.

This emerged from a Cosatu Western Cape regional conference at the weekend attended by over 300 delegates from labour federations in the region

The aim of the conference was to look at a programme of action for the region

Keynote speakers included Mr Joe Slovo of the South African Communist Party, Dr Allan Boesak of the ANC and Mr Jayendra Naidoo of Cosatu

The main resolution was on industrial restructuring, particularly that of the public sector

In the resolution the labour federation noted the continued unilateral restructuring of the public sector including the closing of hospitals, retrenchment of teachers, retrenchment packages for SADF generals and the continued privatisation of education

and the public sector

This was a direct result of the IMF and World Bank's programme of Structural Adjustment which was an attempt to "paralyse any future democratic government" in the country

The conference resolved to fight for the removal of the government through a democratically-elected Constituent Assembly and to actively support and assist the Public Sector Forum and action by teachers, parents and students against the education crisis

Cosatu also pledged to initiate the establishment of a broad front of organisations at a summit to develop a campaign against restructuring

Some aspects of the campaign may be the disruption of business during the festive season, which could include a consumer boycott and occupation of schools in the New Year.

Another resolution committed the labour federation to extending its role in rural areas where most workers remain unorganised

140A

Cosatu warns of second VAT strike

By Diane Coetzer

^{South}
31/10-
4/11/92

MILLIONS of workers may again embark on a general strike if the government raises Value Added Tax from 10 to 15 percent next March

Cosatu spokesperson Mr Neil Coleman said on Tuesday that the government had once more made a decision which would affect the lives of millions of people without any prior consultation with democratic organisations


This was unacceptable to Cosatu and its affiliates, he added

In a statement on October 20, the director general of the Department of Finance, Mr Gerhard Croeser, announced that VAT would be increased to at least 13 percent — and possibly 15 percent — when the budget was announced in March

Croeser told the Afrikaanse Handelsinstituut Congress in Johannesburg that 13 percent was break-even point and would allow exemptions on basic foodstuffs to be reintroduced

Poverty relief programmes would have to be significantly increased, he said

Reacting to the announcement, Coleman said that if the increase went ahead, the government could expect the "same reaction" as that which took place November last year. At that time millions of people took part in a general strike to protest against the intro-

duction of VAT (140A) 
"Cosatu and its affiliates will oppose the raise as strongly as before"

Coleman said government's attempts to trade-off zero-rated foodstuffs against the increase was unacceptable. This was especially in view of the fact that the price of food had increased by 30 percent over the past year — an increase predicted by consumer organisations in September 1991

He said the government should not give with one hand and take with another

"Besides, we are not asking for foodstuffs alone to be zero-rated. We want a wide range of basic commodities — including clothing, food and medical supplies — to be given a differential rate, as happens in many other countries"

VAT could not be looked at in isolation

Revenue was inextricably linked to expenditure, so the government's wasteful expenditure on apartheid structures and the pilfering of money through corruption had to be attended too

The tax could not be applied in a "slap dash manner", Coleman added

"There must be real negotiation on differential rates, and on what is regarded as a necessity or a luxury"

Referring to Croeser's statements on poverty relief, Coleman said it was "interesting that the

government is admitting what we have been saying all along — that there is no poverty relief programme to speak of in this country"

"But we cannot wait for the government to correct this while people are starving

"We need immediate zero-rating on food and an increase in pensions

"If this is not forthcoming and the government goes ahead with its unilateral hike in VAT, it can expect the same opposition it faced in November last year," said Coleman.

Beware, child molester at large

By Edwina Booysen

POLICE are appealing to parents and teachers to warn children not to walk in isolated areas, after the discovery of a boy's body on Tuesday

Jacobus Louw, 10, of Mitchells Plain, was found by children in the sand dunes at Mnandi Beach

He had apparently been sexually molested and strangled with his socks

Jacobus, a standard one pupil at the Beaconview Primary school, was last seen on Kapteinskop station on Tuesday afternoon.

Cape is on course with new forum

South 31/10-4/11/92

THE Western Cape has taken the lead in developing an economic strategy to create jobs and prosperity in the region while the proposed national economic forum remains in limbo.

The Western Cape Economic Development Forum, which will be launched on December 3, has brought together representatives from trade unions to local government to map out an economic strategy for the region.

The national forum has become a stand-off between the government and Cosatu over the government's apparent attempts to unilaterally restructure the economy.

But the Western Cape forum seems confident such a situation will not arise here.

Dr David Bridgman, chairperson of the interim steering committee, said at the committee's report back meeting last week, decisions would be based on consensus.

Bridgman said this would prevent the forum's commissions, which will deal with specific projects, from becoming "bargaining" forums.

Local Cosatu official Ms Tasneem Essop described the move to launch the regional forum on December 3 as the

"most concrete development in the Western Cape in a long time"

Essop said there would still be differences between Cosatu and big business on priorities for the Western Cape, but she was optimistic about the forum's future.

"There are some urgent short-term demands that Cosatu might have. For instance poverty, not exports, might be the focus, but that will come out in discussions."

The forum is neither a funding nor an executive body, but will focus on strategies to

- Improve the competitiveness of business
 - Promote housing
 - Improve education and training
 - Encourage economic participation of disadvantaged communities
 - Alleviate poverty in the short term
- The forum arose from the Growing the Cape initiative started in mid-1990 to focus on the economic needs of the region.

This led to the publication by Wesgro last March of "South Africa's Leading Edge". This was the work of over 30 researchers and was edited by Growing the Cape members Bridgman, Wolfgang

Thomas and Ian Palmer

The book was the first of a three-phase approach to explore the needs of the Western Cape economy.

The second phase was to identify existing trends and opportunities, which resulted in a 79-page report called "Growth Sectors and Key Development Issues".

The third phase, now under way, is to form a regional economic forum to implement and monitor strategies.

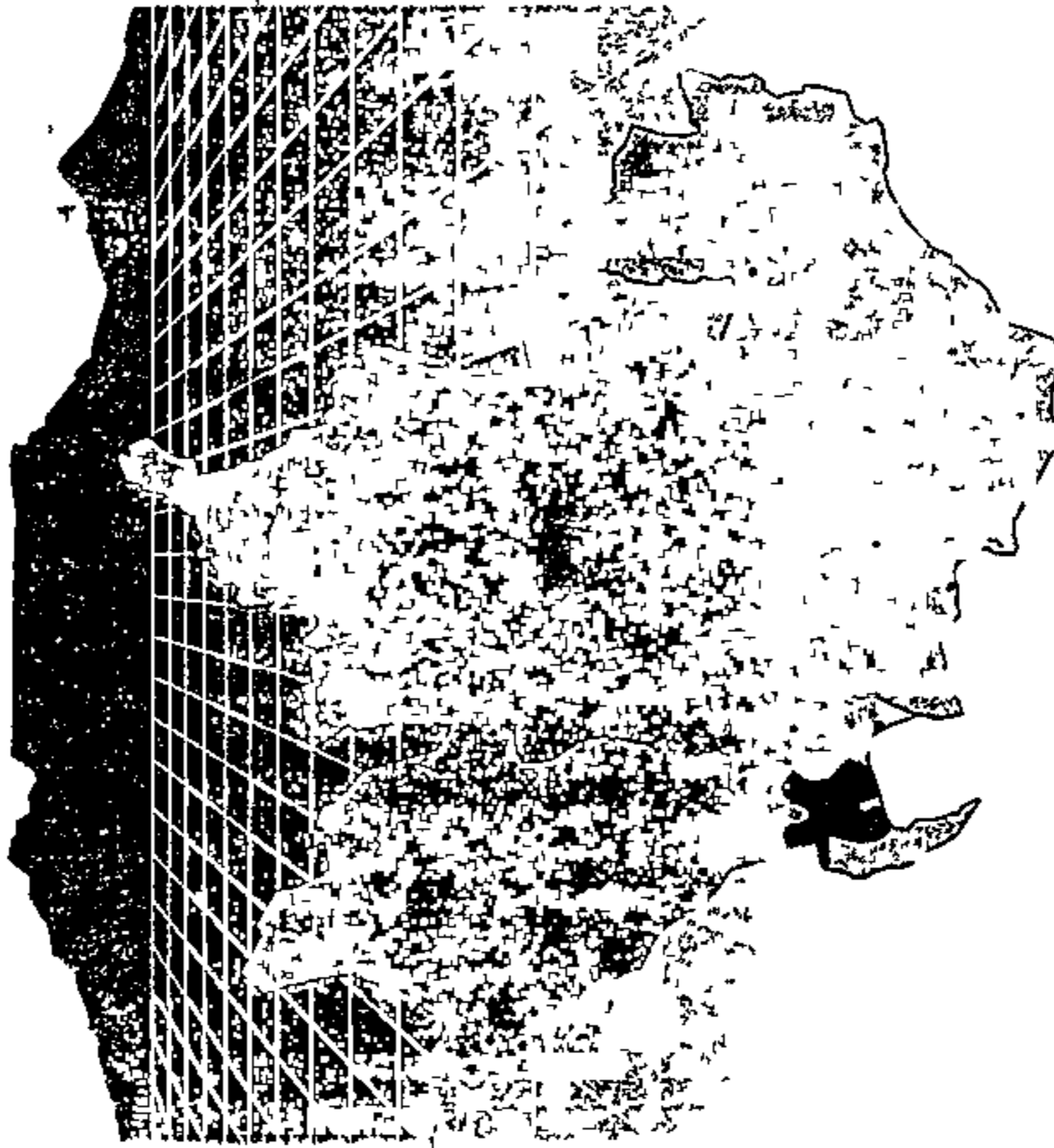
Bridgman said that the book and the document were not meant to be blueprints for the new body, and should be used as guiding documents.

In the "Leading Edge", the Western Cape is identified as pointing the way for the country as it has a relatively skilled labour force, a strong small business sector, greater access to the international economy and tourism, an established export orientation, less dependence on the mining and mineral sector and less violence during the political transition period.

Key growth areas identified by the phase two report are tourism, food and beverages, agriculture, construction and the clothing industry.

Waghied Misbach

South Africa's Leading Edge?



A Guide to the Western Cape Economy



Workers' claim sewn up

S. Times (Cape Metro) 1/11/72
THE South African Clothing and Textile Workers Union (Sactwu) has won R27 000 for five workers dismissed by a knitting factory in Elsie's River.

Mr Richard Kawie, the union's Elsie's River organiser, said this week that the company — Knitmaster — had underpaid the workers, had not given them their leave pay or their provident fund or sick fund contributions and had dismissed them unfairly when they complained.

The union brought 23 charges against the company in an action that was to have come before the Industrial Court. It was settled the day before the case was to have been heard.

The workers were awarded different amounts in settlement of the claims.

The managing director of Knitmaster, Mr Basil Zafiropoulos, did not respond to messages left asking him for comment.

'Video scam aimed at cost cutting'

C/P Res 1/11/92.
By ELIAS MALULEKE

THE SA Motor Corporation (Samcor) may face industrial and legal action for employing a private investigator who allegedly enticed factory workers to steal from the firm.

The investigator allegedly filmed the transactions

Now the jobs of 177 Numsa members are on the line.

Numsa claims the scam was set up to provide a reason to fire workers rather than pay retrenchment packages.

Organiser Herman Ntlatleng said that if the 177 were not reinstated, industrial and legal action would ensue.

He said Samcor was to retrench workers in December and had already laid off more than 700 workers in September.

Fired workers said an Indian PI posed as a food vendor outside the Samcor premises in Waltloo, Pretoria.

They said that when they went to buy from him, he told them he was a buyer looking for car parts and tools, and enticed them to bring parts

This he had done by promising to pay extremely well for any part brought to him.

They said he was buying any spare part they could carry into his caravan.

The man had paid more than the parts were worth at a spares dealer.

Sacked

The PI was filming the deals on video

The videos were handed to management and the workers were sacked

One worker said the parts he was filmed selling to the PI were not from Samcor

He claimed they were cheap parts he'd bought from a spares dealer.

He had sold the parts for profit to the PI

One of the alleged "thieves" captured on camera is a woman who is alleged to have undressed down to her panties to remove parts concealed on her body.

Samcor public relations officer Dirk de Vos confirmed that workers were caught by the spy camera.

However, he denied allegations that some workers were fired because of it

"No one has yet been fired as the matter is still under investigations. However, as the matter is still sub-judice, I cannot comment on the number of workers involved in the filming"

He said it was company policy - following an agreement with Numsa - that statements regarding workers should be released jointly with the union

Ntlatleng said the matter was being discussed by shop stewards and management, but the union had pointed out that it was unfair of management to entice workers to steal.

Cosatu closer to one public sector union

140A

ARL 5/11/92

Labour Reporter

COSATU initiatives to have one union in the public sector were taken a step further this week with the merging of four Transvaal and homeland unions with the National Education, Health and Allied Workers' Union (Nehawu).

Cosatu said workers in the sector had long sought to be represented by a union of their choice but state structures "launched a war against such attempts by refusing to recognise those unions, or to allow

union officials access to the workplace".

The first merger takes place in Pietersburg on November 7

The unions which will merge with Nehawu in the Northern Transvaal are the Northern Transvaal Public Sector Union, the KwaNdebele Public Sector Union, the Venda Public Sector Union and the Agricultural Workers Union, which all affiliated with Cosatu.

Nehawu would then represent about 40 000 workers in the region

"This phase also involves a merger between regionally-based public sector unions and Cosatu affiliates like Nehawu, Potwa (Post Office and Telecommunications Workers Association) and Samwu (SA Municipal Workers Union), which is in line with Cosatu's aim of having one trade union in each industry," Cosatu said

After the regional mergers, the three affiliates would work to form a single public sector union

Cosatu on warpath over SITE payments

THE furore around overpayment of SITE by hundreds of thousands of employees grew yesterday as Cosatu warned of a "collision course" with government if overtaxed employees were not refunded.

Cosatu said in a statement that a combination of employer negligence and worker ignorance of tax laws had been deliberately exploited by the Receiver of Revenue to fleece low-paid workers on a large scale.

A tax consultant claimed yesterday that in 95% of her cases, employee information provided for tax purposes was wrong.

The DP, which has called for an immediate investigation, and several trade unions, said it was unacceptable that employees

DIRK HARTFORD

had overpaid SITE.

Cosatu described the SITE deductions as a national scandal which would make the VAT conflict seem like a lovers' tiff if workers were not repaid.

Cosatu was investigating the legal liability of the receiver and employers. It said employers who failed to obtain a declaration from a worker and who deducted more tax than was necessary were probably in breach of their duty.

"Cosatu will ensure that all methods are investigated to secure compensation for workers who have been victims of lega-

lised theft," the statement said.

Meanwhile Cape Town-based Tax Professionals' Lizelle Boshoff said she had successfully applied for refunds for thousands of SITE tax-payers at offices of the Receiver of Revenue in Cape Town, Witbank and Johannesburg.

It was not possible to get the Receiver to confirm this yesterday as offices in Witbank and Cape Town were already closed.

Workers Tax Consultants CE David Heyman said he, too, had had some success in getting rebates for SITE taxpayers at the Witbank office.

But Commissioner for Inland Revenue

□ To Page 2

SITE

Johan Hattingh has said any rebates granted, other than for the current tax year, were "errors"

And Heyman said that even though there were already precedents — as at Transnet where the commissioner had given a directive that refunds be paid — the commissioner had refused further directives for refunds in other sectors

Heyman said also that giving refunds to "single" people, where tax had been incorrectly levied, was not the solution to the problem.

"The vast majority of cases where employees have been overtaxed applies to married people, or people with children,

who are being taxed as single

"This is where the real problem lies," Heyman said.

Meanwhile DP finance spokesman Ken Andrew called for an immediate investigation into overpayments of SITE and for remedial action to be taken

He said one step that could be taken was to require employers to get a statement from every employee on an annual basis to confirm issues like marital status and the number of dependents

"We must recognise that taxation must not only be fair in theory, but in practice as well," he said

□ From Page 1

'Break up the Anglo-empire'

W/Mcu 6/11 - 12/11 92
THE Anglo-American Corporation is too strong and needs to be split up, says Bernie Fanaroff, the national organising secretary of the National Union of Metal Workers of South Africa (Numsa)

"There is no particular benefit in having large conglomerates in industry," Fanaroff says in a frank interview given to the *South African Labour Bulletin*.

The Congress of South African Trade Unions has already adopted the unbundling of Anglo as a national campaign and Numsa will work to have it adopted as alliance policy.

"We hope Cosatu will motivate to the African National Congress that it is an absolute priority to take Anglo apart," adds the unionist.

Numsa is taking a hard line because the union accuses Anglo-American of leading the Steel and Engineering Industries Federation of South Africa's fight against the recent strike in the metal industry.

"Anglo American initiated and drove the strategy of crushing our strike by mass dismissals," says Fanaroff. He points out that Anglo is also a leading member of negotiations in the National Economic Forum and Saccola and could block decisions it did not like because of its size.

Anticipating the backlash, Fanaroff is careful to note that Numsa is not calling for nationalisation. He also says that the campaign "need not scare off investment".

An Anglo representative this week said "Anglo American Corporation has had a number of constructive encounters with Cosatu in recent weeks and we don't believe that these remarks will prejudice our ongoing relations with Cosatu."

Will the ANC play ball in Cosatu's new game plan?

W/Ment 6/11-12/11/92

FROM the ashes of resistance politics, the Congress of South African Trade Unions is emerging as an organisation determined to carve a pivotal role for itself in the economy and the workplace alongside business and the government

Last week's launch of the National Economic Forum (NEF), the new-look National Manpower Commission (NMC) and the negotiated restructuring of the mining, auto and clothing and textile industries all point toward a new or strategic unionism

In a provocative article on strategic unionism in the latest edition of the *South African Labour Bulletin*, Karl von Holdt argues that South Africa is not yet ready for this new and powerful role of labour

The African National Congress lacks the political will to give Cosatu and the rest of the labour movement this power in a new order, while the federation itself is divided over whether the new unionism is the correct strategy or a sell-out.

"The ANC is unlikely to pursue a decisive, coherent policy in support of strategic unionism. We are more likely to see a series of ad hoc measures designed to avoid displeasing any major constituency," writes Von Holdt

A new government will have to give teeth to tripartite negotiating bodies like the NMC, the NEF and the National Training Board

It will also have to slash the red tape in the Manpower Department and the economic ministries to ensure easy trade union access and give unions a genuine role in industrial policy. The government will have to make resources available to strength-

The union movement in South Africa is planning a whole new game, but will the African National Congress play?

By **FERIAL HAFFAJEE**

en the union movement in order to level the playing fields between it and big business

But Von Holdt doubts an ANC-led government will do this. "The ANC has not yet developed a coherent policy towards labour. Many unionists fear that big business, the International Monetary Fund and the World Bank are increasingly influential in the top ranks of the ANC's leadership"

Strategic unionism also demands that Cosatu and other federations take up workplace issues with the same vigour Cosatu has tackled macroeconomic negotiations: "Unions will demand increasing autonomy and control on the shopfloor, in exchange for commitment to productivity, efficiency and quality."

Line managers will be replaced by worker leaders and efficiency and investment will be co-determined. The spoils of the new deal will have to be shared, notes Von Holdt

Negotiated bonuses like those in the gold mining industry last year, employee share ownership schemes and wage earner funds are some of the options

Cosatu also faces the challenge of broadening its unity to the National Council of Trade Unions, white unions and the independent unions in order to make strategic unionism effective

Feud rages on Ratanda

Sowetan 1/10/92

140A

■ RIVALRY Although unions have agreed to peace, the war continues in Heidelberg township:

By Ike Motsapi

THE truce signed by members of the Food and Allied Workers Union and the United Workers Union of South Africa at the beginning of the month appears to be off.

Fighting between the two unions has spilled into Ratanda Township where 23 people have been killed and many injured since May 19 this year.

The feud started when members of Fawu went on a legal strike at the Escort Beacon Factory in Heidelberg in May this year.

Management hired scabs while the wage negotiations were in progress.

The strike was resolved early this month and trouble erupted when Fawu members tried to return to work and were prevented from doing so by Uwusa members.

Divided into factions

This resulted in a fight which caused about 23 houses belonging to IFP members in Ratanda to be damaged.

The workers at the company are now divided into two factions. Those who support Fawu and its ANC alliance and those who support the Inkatha-linked Uwusa.

On September 9 the two groups got together and decided to stop fighting.

The agreement signed by Fawu and Uwusa in Ratanda binds the parties on the following issues:

- All workers are obliged to respect the principle of tolerance, freedom of choice and association.
- All workers must refrain from intimidating or threatening any other person within the factory premises.
- Both parties agreed to take responsibility for their members not interfering with each other.
- Uwusa workers agreed that Fawu members were entitled to return to work.
- The leadership of both unions undertakes to take all reasonable steps to ensure

that their members abide by the terms of the agreement and

- No worker shall be entitled to be in possession of any weapon on company premises.

However the feuding parties resumed their hostility this week when a bus carrying members of Fawu was attacked with handgrenades near the Ratanda Hostel.

On Monday scores of people were injured when police fired pellets on a huge crowd.

Saw ball of fire

Local residents believe it was the IFP avenging a member who was killed in the township on Sunday.

One of the survivors, Mr Binzi Nhlapo whose sister was also on the bus, said: "I saw a ball of fire flying towards the bus."

Before I could make out what was happening it hit the bus and people were hurt, burnt and charred," Nhlapo added.

Mr Thembu Khoza of the Inkatha Youth Brigade yesterday blamed the ANC for the latest flare-up in the area.

Uwusa's East Rand organiser, Mr Agrippi Shandu distanced his organisation from the attack.

He said he believed the handgrenades that exploded inside the bus belonged to members of Fawu.

Increased tension in township

Mr Obaid Nkosi, chairman of the Ratanda branch of the ANC, said the latest attack increased tension in the township.

It also led to the destruction of the homes of four Inkatha members.

The ANC has called for the hostility to be

- Subjected to immediate and regular searches.
- A 24-hour access control by security forces to be established.
- Regular patrols of the hostel and
- Immediate fencing of the hostel.



Bafana Mashinini is taken to hospital after being wounded in violence in Ratanda



A house that was destroyed in the Ratanda violence

LABOUR NEWS More talks on rights of farm workers ● Chicken factory workers locked out

Rainbow strikers locked out

Split wage offer leads to two-day strike in Worcester:

SEVERAL Hundred strike- Worcester in the Cape yes-
ing workers were locked terday, according to Food
out of the Rainbow Chick- and Allied Workers Union.
ens processing plant in spokesman Mr William

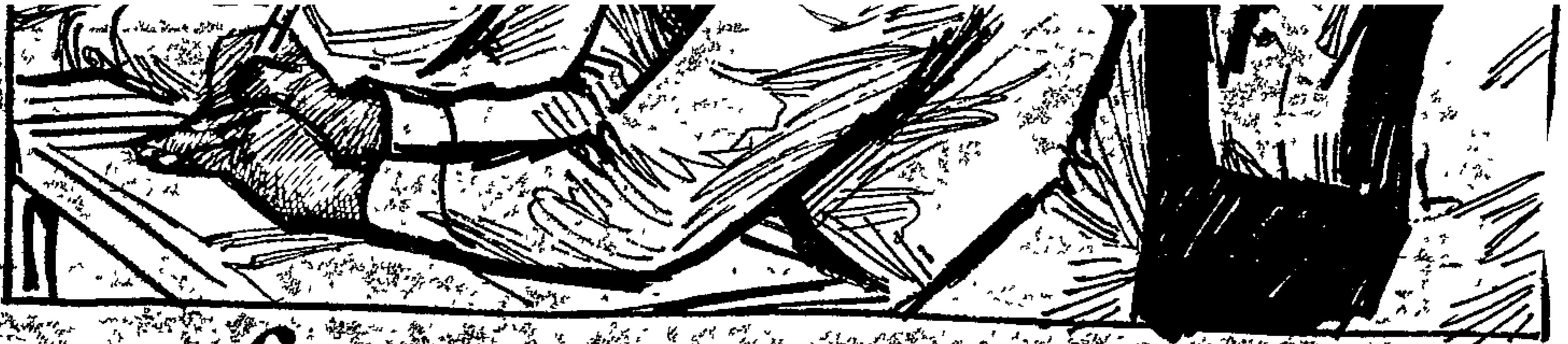
Thomas
The union had proposed
a meeting with the com-
pany yesterday in a bid to

settle the strike against a
split wage offer, he said
Fawu members also
joined the strike at Bonny
Bird - Sapa

140A

140A

Sowetan 8/10/92



focus on violence

KILLERS STAB a nurse defying a strike and set her ablaze with petrol in a Johannesburg street.

A gang throws a handgrenade at a bus full of "scab" workers in rural Ratanda township, killing a passenger. Police later fire at a crowd protesting against the attack, wounding 30

Labour militancy and strike-related violence are on the increase in South Africa despite the worst recession in decades, damaging already gloomy prospects for renewed foreign investment.

It will not be easy transforming worker-boss ties long politicised by a race segregation system which traditionally saw the 5-1 black majority as a vast source of unskilled labour.

Strikes cost 3,1 million work-days in the first nine months of 1992, up from two million in the same period in 1991, labour analysts Andrew Levy and Associates said in a report on industrial action.

The figures do not include political stoppages like a two-day general strike in August by millions in support of an African National Congress (ANC) pro-democracy campaign

Wages were the direct cause in 76,3 percent of the strikes, up from 62,7 in the same 1991 period, Levy and Associates said.

The turbulent political climate also fuels emotions.

"The impasse in (democracy) negotiations has created a climate of extreme impatience," said a report in the Innes Labour Brief newsletter.

Ugly incidents abound, including killings of strikers and "scab" workers and battles between workers and security guards.

The largest cause of lost workdays was a four-week stoppage by 80 000 members of the largest union, the National Union of Metalworkers of South Africa, in a pay dispute with employers which cost R880 million in lost production.

Twelve people were killed and millions of rands of damage done in attacks on clinics and homes in a four-month pay strike by hospital workers, South Africa's longest public service strike.

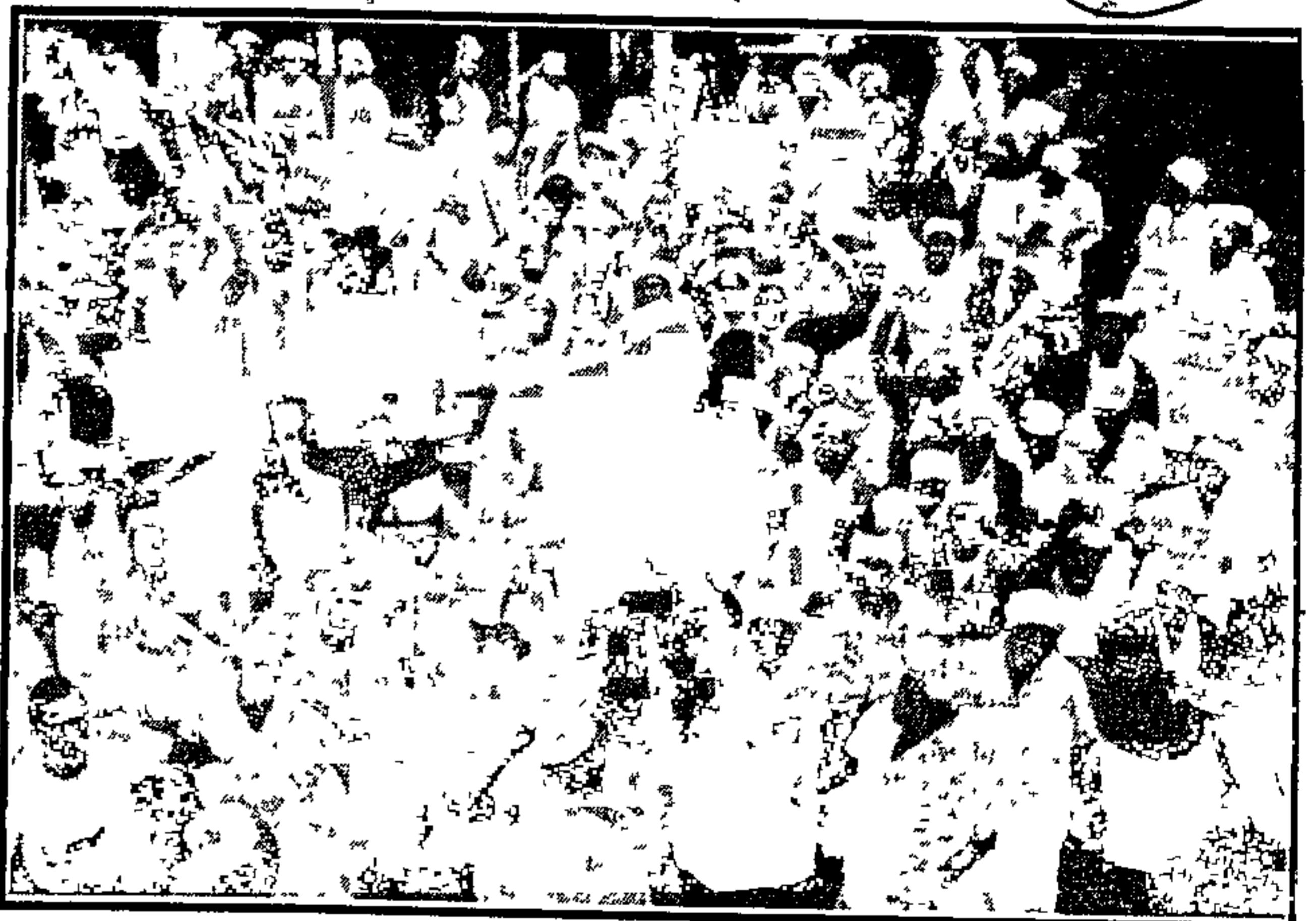
Away from the picket lines, though, thawing labour-business relations have produced unprecedented developments this year.

Government, business and the 1,3 million member Congress of South African Trade Unions (Cosatu) decided in August to set up a tripartite national economic forum to chart the economic future - a kind of economic counterpart to constitutional negotiations.

Cosatu sees the forum as an opportunity to reshape the economy to accommodate black social pressures and press for a moratorium on unilateral decisions by Pretoria on economic policy shifts

Sowetan 21/10/92

Militancy by trade unions and strike-related violence are on the increase in South Africa despite the worst recession in 88 years, damaging already gloomy prospects for renewed foreign investment in the country. But labour and business are beginning to co-operate.



One side of the hospital strike was the demonstrations ... the other was the violence.

"The aim is joint economic reconstruction and joint economic activity," said Bokkie Botha, chairman of the employers' group, the South African Co-ordination Committee on Labour Affairs.

The National Union of Mineworkers recently agreed with struggling gold mines a new profit-sharing productivity plan over and above the new annual five percent basic wage increase.

Pro-ANC unions entered the equity market with a high-profile unit trust fund aimed at financial growth and furthering worker benefits, investing only in "socially responsible" companies.

Parastatal electricity giant Eskom this year negotiated a forum with the 10 unions represented in the company to find ways for the union to influence decisions affecting them

"An increasing number of individual companies are showing a sensibility towards the demands of transition and change," commented *Finance Week*.

"Faced with the reality of a business crisis, we have moved much closer to the unions," Rand Mines executive Francois Lamprecht told the

magazine.

But union militancy will not disappear, partly because many Cosatu leaders are also top ANC and Communist Party officials.

Cosatu, better organised than the ANC, is widely seen as the "battering ram" of the ANC's pro-democracy mass action campaign.

Cosatu said this year's strike surge was caused by the attack by employers on living standards "When workers are facing poverty, starvation, unemployment and soaring rises in the cost of living, employers offer wage rises well below (15 percent) inflation," it said

Business groups say the longest recession in 80 years requires a squeeze on pay. The downturn, lasting three and a half years, has cost 250 000 jobs and pushed investment spending and company profits to a 20-year low. Unemployment stands at 40 percent.

South Africa, seeking foreign investment in the sanctions-bled economy, saw an outflow of R1,8 billion in short-term capital in the 1992 second quarter due to "political uncertainty and social unrest", the Reserve Bank said. - *Sapa-Reuters*.

Putting gender on the union agenda

W/week 6/11-12/11/92

It may be an old drum to beat in a new South Africa, but it's still remarkable that women in the Congress of South African Trade Unions make up almost 40 percent of the federation's membership but less than five percent of its leadership and only 14 percent of all shop stewards, according to research published today in the *South African Labour Bulletin*. For most South Africans, trade unionism conjures images of forceful Jay Naidoo, feisty

Marcel Golding or macho new boy on the block, Sam Shilowa. Even when women make it to the top, they remain on the sidelines. This is why Naidoo and Golding are household names, while Cosatu's gender co-ordinator, Dorothy Mokogetlo, its only woman education officer, Tasneem Essop, and its head of research, Rahmat Omar, remain almost invisible.

Bed politics and the ghettoisation of gender issues in the labour movement are to blame, writes Fiona Dove. She also points out that the absence of women in labour legislation and economic restructuring negotiations has led to "gender blindness". For example, in negotiations for farm-

worker legislation, the drafters forgot to add a clause on job security for pregnant women. Perhaps the classified advertisement in *The Weekly Mail* a while ago sums up what Dove means by "bed politics". It read "To male trade unionists who make women jump like dogs through hoops of fire"

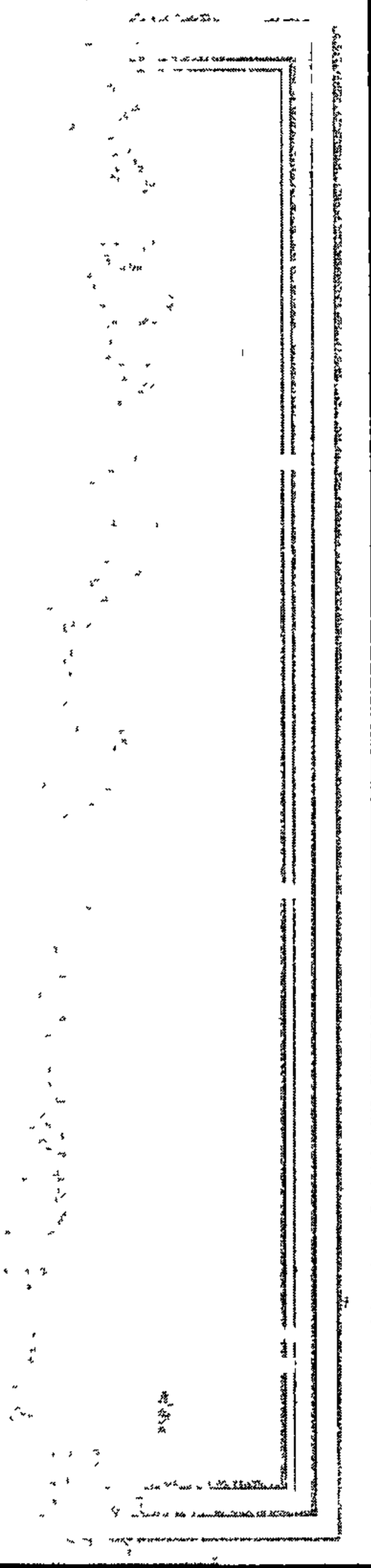
Says Dove "Many men in the unions abuse their power and 'hero' status to take advantage of a woman sexually and then drop her for another soon after. This creates competition and tension among women". Sexual harassment, which women tried to get classified as an official offence at the 1989 Congress, remains a problem. "Most women in the unions can tell tales of fighting off a drunken union man late at night," says Dove. Recently, a survey at the National Union of Mineworkers revealed that sexual harassment is one of the single biggest problems facing women staffers.

The near collapse of gender structures like the National Women's Subcommittee and the women's forums is another stumbling block, she says. Resources allocated to the forums were paltry and the women who were drawn into the forum lacked organisational and educational skills. Consequently, they managed to pull off only one campaign the Day of Childcare Action in 1990. These forums had no decision-making powers and had to follow a cumbersome bureaucratic trail to have any campaign put on Cosatu's agenda.

"Anything that could possibly be construed as concerning women was referred to the women's forums," says Dove, creating what she calls the "ghettoisation" of gender issues. But there is light at the end of the tunnel, says Dove. The gender torch is being kept burning by women unionists.

Through their efforts, parental benefits, childcare facilities and equal pay have become commonplace in all negotiations. Cosatu's rail, food, municipal, paper and mining affiliates have accorded women's forums direct access to constitutional structures.

WINTER



Labour law accord 'breaks new ground'

BIDM 9/11/92
DIRK HARTFORD

COSATU and Manpower Minister Leon Wessels will jointly announce today details of a "ground-breaking" agreement covering the whole range of legislation and institutions affecting the labour market

Sources close to Friday's talks between the parties said the agreement was the biggest yet reached between government and labour and dwarfed the September 1990 Laboria Minute in its scope

The sources said that while the Laboria Minute laid down "broad agreement" on general issues, the latest agreement dealt with a host of specific issues — down to the clauses in legislation affecting workers

The agreement covers the Labour Rela-

tions Act, the Unemployment Insurance Fund Amendment Act, the Workmen's Compensation Act and laws affecting farm, domestic and public sector workers

In addition, agreement was reached to make the restructured National Manpower Commission a working body by the end of January. Agreement had also been reached to establish task teams to tackle "outstanding issues"

In terms of the agreement, Cosatu would be involved in preparing legislation for public sector workers. This would replace proposed legislation which Cosatu had not

been involved in drafting. A meeting has been planned between Wessels, Cosatu and National Health Minister Rina Venter

A Bill on public sector labour relations, which Cosatu rejected, was withheld during the past parliamentary session

Agreement to extend the Basic Conditions of Employment Act to domestic workers was likely soon, as was draft legislation for farm workers. In addition, the year-end deadline for a report on the implementation of the recommendations of the International Labour Organisation commission, which visited SA earlier this year, was discussed

Labour deal extends rights to millions

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B/DAM 10/11/92

AN AGREEMENT between government and Cosatu to extend basic labour rights to millions of previously unprotected workers was a major breakthrough for SA labour relations, Cosatu general secretary Jay Naidoo said yesterday.

Manpower Minister Leon Wessels said the agreement paved the way for all players on the labour terrain to work to establish reasonable and just labour relations compatible with international standards.

And DP manpower spokesman Robin Carlisle described yesterday's announcement as the most notable agreement for some time, which could have far-reaching consequences for economic growth.

However, organised agriculture greeted the agreement with "shock and indignation". The SA Agricultural Union (SAAU) said it had not been consulted on the plans for new legislation which will extend labour rights to farmworkers.

The Centre for Rural Legal Studies and Lawyers for Human Rights welcomed the "momentous nature" of the announcement and called on Wessels to immediately promulgate the Basic Conditions of Employment Act for farmworkers to prevent arbitrary dismissals before it was made law.

Naidoo said although much of the agreement had yet to be implemented, it represented major progress towards an equitable labour relations system.

DIRK HARTFORD

One aspect of the agreement, which involves government in the dispute over Bophuthatswana's proposed labour legislation, will be implemented immediately. Cosatu will attend a meeting today, convened by Foreign Minister Pik Botha and attended by Wessels, Finance Minister Derek Keys and Mineral and Energy Affairs Minister George Bartlett, with the Bophuthatswana government to discuss the proposed new law.

Other aspects of the agreement include:

- Extension of the Basic Conditions of Employment Act (by March) and the Unemployment Insurance Amendment Act — by January — to farmworkers. Draft legislation to extend the Labour Relations Act (LRA) and the Wage Act to farmworkers will be published by the end of the year with a view to passing it next year;
- Promulgation of the Basic Conditions of Employment Act for domestic workers by the second half of 1993, the extension of the Unemployment Insurance Amendment Act and Workmen's Compensation Act to domestics by 1994. Committees will investigate the extension of the LRA and Wage Act to domestics and report to the Minister by April and October respectively;
- The establishment of a committee to consider how the recommendations of the

To Page 2

Labour deal

B/DAM 10/11/92

From Page 1

International Labour Organisation's fact-finding mission — which made recommendations to bring SA labour law into line with internationally accepted standards — may be implemented.

- Amendments to the LRA to enable registration of public and private sector unions by February, and
- Allowance for Cosatu to make an input on the Public Sector Labour Relations Bill.

There was also agreement on processes and committees to investigate problems regarding industrial council agreements, the Industrial Court (including the appointment of court personnel), the harmonisation of labour relations in SA and the homelands and the introduction of a labour appeal court next year.

In addition, it was agreed the restructured National Manpower Commission should start working by February.

Naidoo said Nactu and Saccola were not part of the agreement because the "sticky points" in negotiations had been between Cosatu and government.

GERALD REILLY reports SAAU manpower committee chairman Chris du Toit said the decision had been taken without consultation with organised agriculture.

The SAAU had submitted its own draft legislation to the Minister and had arranged to discuss its document on November 20. "It was, therefore, with shock and indignation that agriculture learned that the Minister had, before his discussion with the agriculture sector, made a decision in consultation with Cosatu, especially in the light of the fact that Cosatu has virtually no members among farmworkers.

"All the good work of the recent past has now been rendered worthless by an ill-considered decision."



Mmabatho likely to come under pressure on unions

75/0A-12/11/92

140A

DIRK HARTFORD

SENIOR Ministers and labour federation Cosatu have effectively agreed that SA unions should be able to organise freely in the homelands

The implication is that Bophuthatswana, in particular, which still forbids the operation of SA unions, will come under pressure to amend its labour laws.

Those present at the Pretoria meeting included Foreign Minister Pik Botha, Manpower Minister Leon Wessels, Mineral and Energy Minister George Bartlett and Cosatu general secretaries Jay Naidoo and Sam Shilowa

A spokesman for Botha said the meeting had agreed on the need to promote the harmonisation of labour legislation, consistent with international standards, throughout SA.

The spokesman confirmed Bophuthatswana's proposed new labour legislation had been discussed, but he would not elaborate.

However, a source confirmed the meeting agreed that the principle of freedom of association should apply in all SA's home-

lands, and in SA itself

This effectively means SA unions should be able to operate freely in the homelands

SA unions are barred from operating in Bophuthatswana, and proposed new legislation still keeps out SA unions.

The issue has been a source of industrial conflict in Bophuthatswana and SA employers, including SAB, AECL, Automotive Safety Glass and Premier, have come out publicly against labour legislation which does not allow freedom of association.

The meeting also agreed to set up a multilateral process involving unions, employers, government and homeland governments, to ensure harmonisation and to look into specific problems Cosatu and the ILO's fact-finding mission have raised

The decisions of the meeting are in line with the agreement struck between Wessels and Cosatu last week to look into harmonisation of homeland legislation with SA legislation

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Workers picket all over city

CT 13/11/92

140A

Staff Reporter

WORKERS from the Transport and General Workers' Union yesterday picketed all over the city to highlight wage disputes with two employers

Groups of union members handed over memoranda at two offices of companies belonging to the Rennies group, and picketed outside the Waterkant Street offices of Berco Indoor Gardens

Lunchtime pickets by TGWU members were also held at other points in the city, and at the Berco offices in Claremont

The union is demanding a 21% across-the-board increase for Rennies workers, as well as afternoon and night shift allowances and a year-long moratorium on retrenchments.

TGWU workers have been locked out of the Berco offices in Waterkant Street following a breakdown in wage talks and the lock-out of another 50 workers on November 5

The union has demanded a minimum wage of R750 per month, as well as an annual 13th cheque, paid maternity and paternity leave, and five days' paid compassionate leave

Berco said yesterday the wage dispute had "caused problems such as a go-slow, the ignoring of meeting times and several attitude problems"

Both the union and Berco confirmed another meeting would take place on Monday

Sudden agreement

While the provisions of the pathbreaking agreement between government and Cosatu on farm and domestic worker rights were generally expected, employers are concerned at the way in which the deal was done

In particular, it appears that the National Manpower Commission (NMC) was bypassed — and taken by surprise — at Monday's announcement of the agreement. It was signed exclusively — and suddenly — by new Manpower Minister Leon Wessels and Cosatu general secretary Jay Naidoo last Friday

Cosatu only recently announced, after a great deal of discussion, that it is to re-join

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*continued

CURRENT AFFAIRS

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the tripartite NMC (labour, business and government), having pulled out in part because government ignored the NMC's recommendations

Aside from the SA Agricultural Union, other employers are wondering whether this will set the pattern and bypass them. Puzzlement is compounded by the fact that Cosatu has hardly any farmworker members — except those in agri-business, who are organised mainly through its Food & Agricultural Workers Union in the Natal sugar and western Cape fruit industries. The inherent difficulty in organising farm labourers is a separate issue

A "shocked and extremely indignant" SAAU said the decision to extend basic labour rights to agriculture was taken "without any consultation with organised agriculture". It said a meeting had been arranged with the Minister for next Friday to discuss an SAAU draft document (earlier sent to the Minister) outlining a separate labour Act for the sector. While much work had been done "to make the idea of practical labour legislation acceptable to farmers," said SAAU manpower committee chairman Chris du Toit, "I now expect strong opposition to the labour laws"

Indeed, observes labour consultant Duncan Innes, the worry is that SAAU, "which has dragged its feet on the matter," may prevent the effective implementation of the new laws, which will be difficult to police in any event

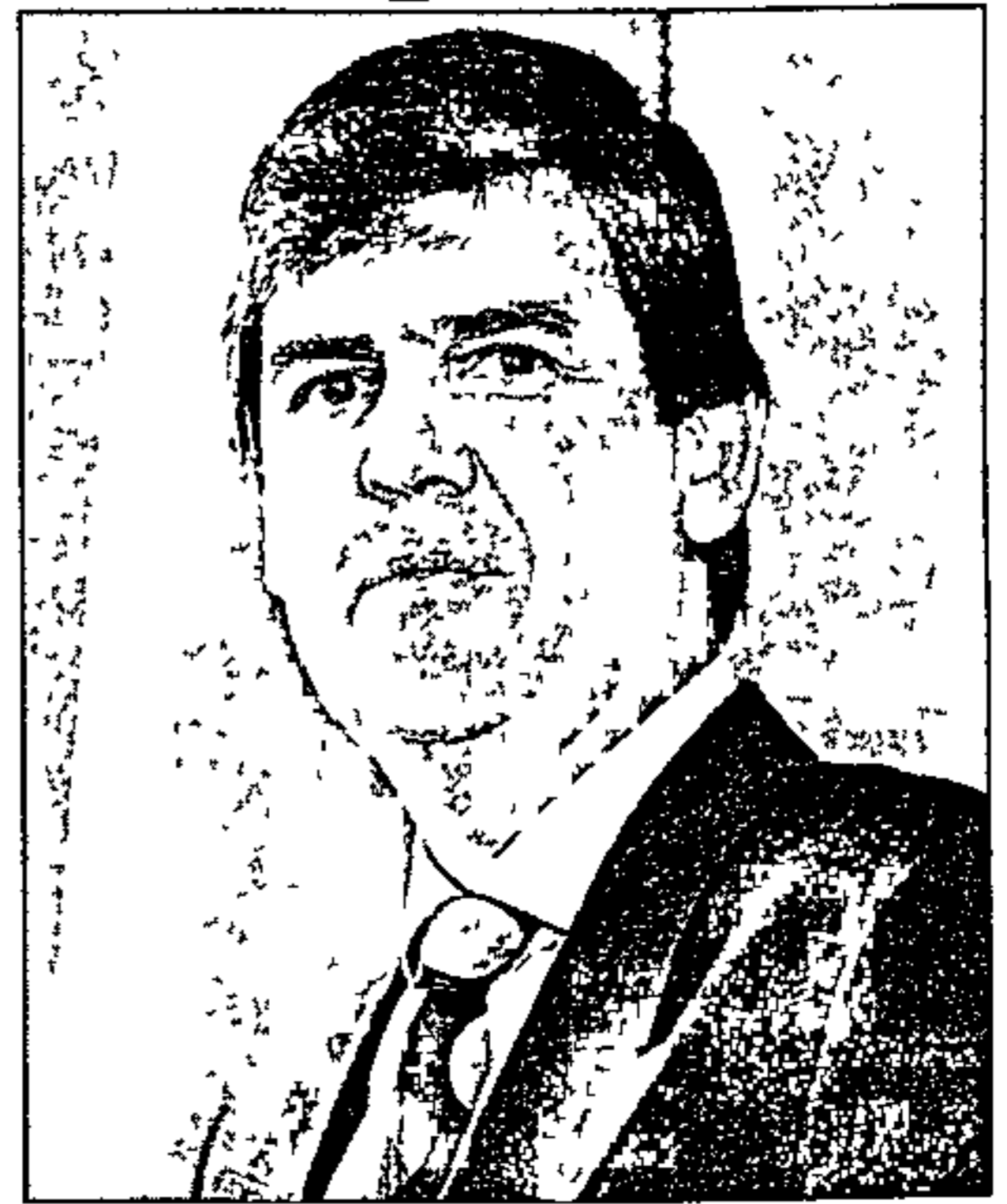
While welcoming the envisaged new legislation for "extending protective rights to millions of workers exploited in the past," Innes hoped government would not renege or water down the agreement

Its main provisions state that the Minister shall.

- Promulgate the Basic Conditions of Employment Amendment Act (BCEA) to take effect on March 1 1993,
- Promulgate the Unemployment Insurance Amendment Act on January 1 1993,
- Introduce in parliament, with a view to passing it in the 1993 session, legislation to appropriately extend the Labour Relations Act (LRA) and Wage Act to agriculture and seek early Cabinet approval for this; and
- Before the end of the year, get his department to publish for comment the proposed legislation with due regard to the NMC's recommendations

Regarding the BCEA for domestic workers, the Manpower department will submit to the Minister, by the end of next March, draft legislation to be introduced into parliament for passage not later than the second half of the year. It was further agreed that the LRA, appropriately amended and including effective dispute resolution procedures, needs to be extended to domestic workers

Consideration is to be given to extending the Wage Act to domestics as well. A committee will be set up by Manpower including Cosatu, Nactu and Saccola, together with the Justice department in respect of dispute



Manpower's Wessels bold foray into the labour field

resolution procedures. It is hoped to enact this by the first session in 1994

Extending unemployment and workmen's compensation benefits to this sector is agreed in principle and is to be investigated. So will labour law in the homelands

LABOUR

New labour deal with old problems

THE accord signed this week between the Congress of South African Trade Unions and the government is being hailed as a victory for negotiated labour policy, but those left out in the cold can derail the hardwon agreement.

The labour movement has always led the field with negotiated and co-determined agreements that outstrip national political negotiations in sophistication as well as content. This week's agreement is no exception.

Concrete dates have been set for legislation to regulate the step-sister sectors of domestic and farm workers and public servants. The more powerful National Manpower Commission (NMC) will begin work early next year and the new National Training Board will start negotiations this month.

Cosatu lawyers have, through concerted campaigning, won a promise for the revision of the controversial industrial court. In addition, the labour appeal court will now be a court of final appeal for all labour matters, ending problems both employers and unions have with supreme court judges with a scant knowledge of labour law. Judges to the appeal court will be appointed with the consensus of government, employers and trade unions.

Cosatu general secretary Jay Naidoo called the agreement a "major breakthrough for labour relations" while Leon Wessels said the agreement set the foundation for South Africa to get its labour law in line with international standards.

But their elation is tempered by the voices of discontent which have quickly made themselves heard.

The farmers' lobby, in the shape of the South African Agricultural Union (SAAU), reacted angrily to the announcement that the minister will promulgate the Basic Conditions of Employment Act for farmworkers by March next year. The SAAU said it was "shocked and indignant" at Wessels' promise.

Only a fortnight ago, Wessels agreed to withhold farmworkers legislation after receiving the SAAU's new proposals for labour legislation.

This week, the minister set himself on a collision course with the farmers when he said the new proposals "did not even approximate the needs for reform and the need for timely and swift performance".

A determined Wessels said the country could not wait for the farmers to produce concrete legislation.

Despite the headstrong position of the SAAU, Cosatu indicated its willingness to continue negotiations with the organisation on the other labour statutes for farmworkers.

Wessels has agreed to publish the NMC proposals on the extension of the Labour Relations Act and the Wage Act to farmworkers by the end of the year and to introduce draft legislation into parliament early next year.

Basic conditions of employment for domestic workers will be promulgated by the middle of next year and a committee will soon be set up to deal with the difficult areas of dispute settling mechanisms and wages for domestic workers, with a view to extending this legislation to the sector by 1994.

The Domestic Employers Association opposes a minimum wage for domestic workers and wants to be extensively consulted about any legislation for this sector.

In addition to the housewives and farmers lobby, the public servants employer body — the Commission for Administration — could also put a spanner in the works.

Lucy Nyembe, of the Centre for Applied Legal Studies, has been centrally involved in drafting legislation for the public sector.

She says there is a subtle power play between the Commission for Administration and the government because the former wants to administer the Act and Cosatu would prefer that the Department of Manpower do the administration.

"Wessels may be a liberal and a pragmatist, but the CFA is not," she says.

Draft legislation for the public sector was finalised in September, but there are many problems with the legislation and Cosatu wants the legislation referred to the NMC for further negotiation.

The problems include

4/March 13/11-19/11/92
The new deal for public servants and domestic and farm workers has been greeted as a major breakthrough. But opposition from the agricultural and domestic workers lobby could put a

spanner in the works

By **FERIAL HAFFAJEE**

●An unreasonably wide definition of essential services which effectively erodes the right to strike

●The criminalisation of the right to strike

●The requirement that trade unions give 20 days notice before a strike while employers can get a strike interdict in 48 hours

Cosatu assistant general secretary Sam Shilowa agrees that dates have been negotiated in the past with various manpower ministers and that they have gone by with no action.

"Minister Wessels is convinced that the acts should go through and we don't want to prejudge him," says Shilowa. "We want him to prove his bona fides."

Other features of the agreement include a resolution to form a high-powered committee which will work at implementing all the recommendations made by the recent International Labour Organisation Commission to South

Africa

In line with Cosatu's strategy to fashion a key role for itself in the labour market, two task forces have been set up to determine policy on training and the industrial court. The task forces are appointed by consensus and will include key union policy-makers whose appointment will only be rubber-stamped by the minister.

While the Laboria Minute, the foundation stone of this week's agreement, was negotiated by employer bodies, unions and the state, the latest accord is bipartite. Employers and politicians welcomed the accord but said it was essential that employers and other union federations be included in negotiations.

'Christmas cars' for govt officials

SOYTH 14/11 - 18/11/92

By Karen Williams

THE HOUSE of Representatives, which plans cuts in coloured education to save money, has gone on a spending spree — buying luxury cars for officials. Their "Christmas car" splurge cost the cash-strapped department hundreds of thousands of rands, according to a source in the House of Representatives.

Most of the cars were destined for the Department of Education and Culture (DEC), which has come under fire for plans to retrench school teachers as part of a rationalisation programme. The House of Representatives (HoR) was tighlipped on the issue this week.

"It is a once in a lifetime happening that we buy cars," said Mr George Holloway, spokesperson for the HoR. "There are no new appointees and so we have not bought any cars recently. We

will also not be buying them in the future - there is no money," Holloway said.

However, a source within the HoR provided extensive information.

"Since April this year the department has bought about 10 cars," he said.

Most of the cars were top of the range BMWs, although some Mercedes Benz's were purchased, the source said. The government's Treasury gives money to the House of Representatives (HoR) which buys the cars with cash.

HoR officials with different designations are 'graded' differently, with car allowances varying accordingly.

"Directors qualify for an R87 000 car, while chief directors have more, usually over R100 000," said the source.

Ministers, as well as ministers' representatives qualify for the luxury car perks.

Called "Christmas cars" by government office workers, the luxury cars form part of officials' service benefits.

Every four years, top officials get new cars. Four of the 10 cars bought this year were for former Labour Party ministers who joined the National Party.

Despite exhaustive attempts to contact the DEC for comment, they did not respond by the time of going to press.

The South African Democratic Teachers' Union (Sadtu) slammed the department for "bad housekeeping" and "mismanagement of funds". "We are questioning their priorities in spending. Teachers have become the first casualties of the budget cuts, not the bureaucrats," said Sadtu regional chairperson Ms Vivian Carelse.

In August last year the HoR bought 13 new cars for officials.

The DEC came under fire earlier this week when it was revealed that they spent R20 760 at Club Mykonos where they held a two-day meeting to discuss teacher retrenchments.

NEWS IN BRIEF

SOYTH 14/11 - 18/11/92

will be used for first phase of upgrading migrant labour hostels in Langa, Nyanga and Guguletu

Child rape arrest

A TWO-YEAR-OLD Swellendam girl, who was allegedly raped on Saturday night, is still receiving treatment Grootte Schuur hospital

A 34-year-old man, believed to be the common-law husband of the baby's mother, will appear in court this week on charges of attempted rape and attempted murder.

Reverend Bruce Duncan, director of Safelme, said "We have to realise that communities must be educated to prevent similar cases. How many more babies have to suffer?"

'We want free houses'

LANGA RESIDENTS marched to Cape Provincial Administration (CPA) offices in Goodwood last Saturday to demand the disbanding of the Ikapa Town Council

Residents allege that the Ikapa Town Council has failed "to attend to people's needs"

The residents are demanding that houses which had been rented in the area for years be given to them free of charge. They also want a hospital and more high schools

Men held for cell death

TWO MEN, aged 18 and 24, have been charged with killing a man in a Mitchells Plain police cell two weeks ago

Mr Mogamat Jessop Majiet, 45, had been arrested for being drunk and disorderly. He was found dead in his cell the next morning

The two men will appear in the Mitchells Plain Magistrate's Court on November 20.

Union targets Sanlam

THE PAPER, Print, Wood and Allied Workers Union (Ppwawu) is stepping up its campaign for the reinstatement of 2 000 Sappi workers retrenched in April

The union will stage a march in the city on Saturday and will hold picket demonstrations in the coming weeks

Ppwawu believes Sanlam is responsible for the retrenchments

Sappi is part of the Gencor group, which in turn is owned by the insurance giant

Boost for hostels

WESTERN Cape hostel dwellers received a boost this week when the Cape Provincial Administration gave more than R23 million to the Hostel to Home Co-ordinating Committee (HHCC).

According to an HHCC spokesperson, Mr Welcome Zenzile, the money



Cosatu's plea for peace

Sowetan

17/11/92



140A

By Ike Motsapi

■ Federation wants to work with National Peace Accord:

THE Congress of South African Trade Unions has resolved to play a role in trying to bring peace in Natal within the framework of the National Peace Accord

The resolution was adopted by the central executive committee of the federation at its meeting in Johannesburg at the weekend

The committee also discussed a wide range of issues, including the latest de-

velopments on the political, economic, and labour fronts since their last meeting in October

Cosatu also supported the convening of an emergency Regional Dispute Resolution Committee meeting to address the violence in Natal

The federation will hold a workshop in Natal on December 5 and December 6 to discuss measures to strengthen the peace process

It also expressed concern that the international community was not playing a meaningful role in addressing the violence

It also attacked what it said was rampant corruption and mismanagement of the economy by the State, saying the Government appeared to be unconcerned about billions of rands being wasted at a time when workers' living standards were plummeting



Clothing factory workers hold woman hostage

A JOHANNESBURG clothing factory owner was held hostage yesterday for three hours by 60 workers after her ex-husband — their employer — left the country without paying them

Linear Fashions owner Guera Ovadia said she had feared for her life when his employees had taken over her factory and demanded to be paid the money owed them. She said her ex-husband Shlomo Ovadia, owner of clothing firm Shapes, had fled the country on Sunday, leaving his

8/00-7 17/11/92
DIRK HARTFORD

workers without pay, benefits and holiday bonuses

She said she had found out he was leaving 20 hours before his departure, but that she "could not betray him because he is the father of my kids"

One of the employees said they believed that just before Ovadia left, he had moved everything from his factory to his ex-wife's "We came to the wife's factory to get what is rightfully ours"

Ovadia said the workers took over her factory and started shouting and rioting. They confiscated her keys, held her hostage and threatened to get their union — the SA Clothing and Textile Workers' Union (Sactwu) — to arrest her

Police were called and the workers left the factory peacefully

Ovadia said her factory's employees, who are also Sactwu members, were not involved in the dispute. No one at Sactwu could comment on the incident

Frame salaried staff threaten to strike

DIRK HARTFORD

MORE than 400 Frame salaried staff — who earn between R1 680 and R5 000 a month — could strike this week if their demand for a 12,5% salary hike is not met.

All are SA Clothing and Textile Workers' Union (Sactwu) members. Frame, which began negotiations offering a 10% wage cut, is now offering the New Germany workers 8%.

A Sactwu spokesman said it was the first time in its experience that salaried employees were prepared to back up their demands with action. A Frame spokesman was not available for comment yesterday.

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News

briefs

Sowetan 20/11/92
All-Cosatu march

(140A) (182)

A MARCH of all Cosatu-affiliated unions is scheduled to take place in Rosslyn on Monday to protest against dismissals arising from mass action and strikes.

Mr Joe Selau, Cosatu's regional secretary for the Northern Transvaal, told a Press conference yesterday that the march was scheduled to start at noon. Workers will report for work in the morning and knock off shortly before midday.

He said the industrial action on Monday was aimed at Apache Engineering, Wubbling Engineering and August Laepple.

The managements of the two engineering companies will receive memoranda.

Cosatu strikes out against Aids prejudice

By Justin Pearce

NOMONDE Maluleka, a worker at a mine in Natal, lost her job this year. The reason was that she was infected with the HIV virus — the virus that leads to Aids.

Maluleka's doctor informed her employers that she was quite capable of doing her job and that she could not possibly infect anybody in the course of her work. They refused to listen.

Maluleka (not her real name) did not even know that she had been tested for the HIV virus. She had to have a medical examination before being appointed to the permanent staff, after five years as a "temporary" employee.

She had to sign a form of consent with a thumbprint as she is illiterate, and said that no one read the document to her before she signed.

Instances like this have prompted trade unions to take up the issue of Aids as a matter of urgency.

With so much ignorance surrounding Aids, workers who are found to be infected with the HIV virus face discrimination from their bosses and their colleagues.

Trade unions are well-placed to educate workers about Aids because they have credibility among workers that the bosses lack.

Addressing the National Aids Convention of South Africa (Nacosa) conference in Johannesburg last month, Cosatu president Mr John Gomomo told how workers who tested positive for the HIV virus had lost their jobs or been denied health care, housing and pension benefits. Many workers refused to work with fellow workers who had Aids or HIV, he added.

"Cosatu is very concerned about Aids and we have made it clear that Aids is a disease that can affect

everybody

"We believe that the vital weapon that we have is education and training. The most difficult area is trying to change the attitudes and habits of individuals. Hence we encourage the use of condoms in our educational campaigns."

But Aids is a political issue as much as an educational one, and Cosatu's Aids work includes fighting for a fair Aids policy in the workplace.

Cosatu's demands are:

- Workers should not be tested for the HIV virus before employment to assess fitness to work, since HIV infection does not impair a person's ability to work.
- If employers know that a worker is HIV positive, this information must be regarded as confidential.
- Workers affected by HIV or Aids must be protected from discrimination and stigmatisation. Information and education are essential in creating a climate where this is possible.
- Workers and their families should have access to information, education and counselling.

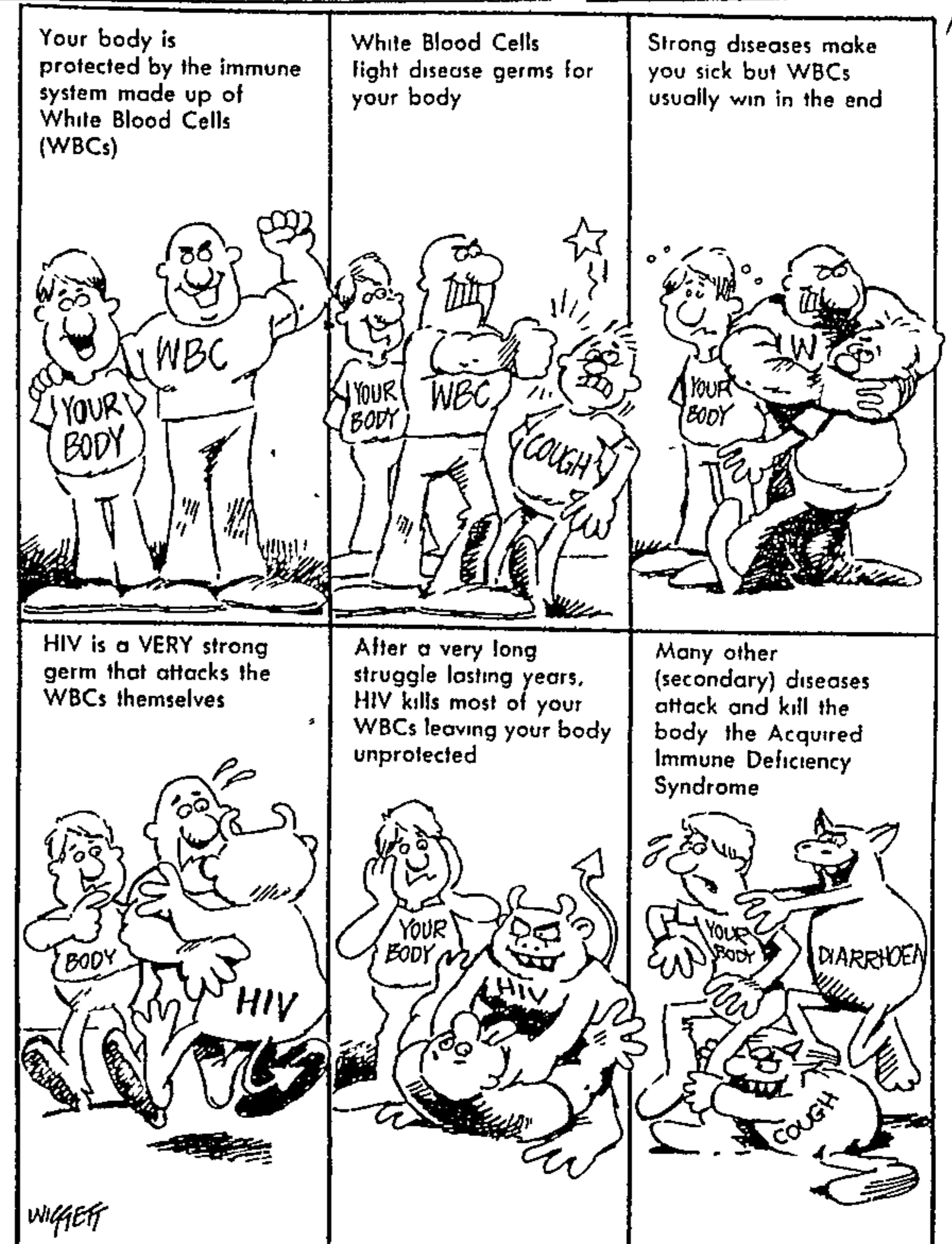
Business organisations have pledged to take up the issue of Aids, several such organisations participating in the Nacosa conference.

"Business, as the largest employer of labour, recognises that it is well placed to play a constructive role in addressing the issue," South African Chamber of Business (Sacob) president Mr Hennie Viljoen said at the conference.

"In a sense it has a captive audience in the form of its workforce."

Viljoen outlined the role that employers have played in combating Aids, which includes "identifying employees with high-risk behaviour and offering them counselling on the dangers of contracting and spreading the disease."

He did not elaborate how one would monitor an employee's sexual



GETTING IT ACROSS: Cartoons form part of Cosatu's Aids education programme

behaviour to see whether the person could be classed as "high risk", and stopped short of making a commitment to a non-discriminatory policy as outlined by Cosatu.

Some of the largest and wealthiest employers such as Southern Life and Old Mutual have researched and produced their own material for Aids education.

• For smaller businesses which do not have the resources to research and produce their own educational material, a new training course is aimed at educating their management.

The Aids Training Course offered by the Aids Education Unit of the Planned Parenthood Association intends to make participants

aware of the needs of people infected with HIV or Aids, and teaches them to teach others about the disease. It is aimed at shop stewards and human resource trainers.

The course will run from Monday, November 23, to Friday, November 27. Anyone interested in participating can call Ms Aloma Foster at (021) 338-7312.

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Forum gets down to job provision

HISTORY will be made tomorrow when business, government and labour meet for the first time in a working group of the National Economic Forum (NEF) to thrash out a short-term job creation scheme.

By ADRIAN HERSCH

Public works programmes, large-scale electrification and housing are some of the issues to be discussed.

Benefit

Cosatu spokesman Neil Coleman says "The NEF — through its short- and long-term interest working groups — presents the opportunity for all of us to find a way of averting the crisis we are facing and establish a programme of national reconstruction.

A problem which public works programmes tend to pose is that when workers complete their stints they are not equipped with skills which are in demand.

Mr Coleman agrees, saying: "In many countries these programmes have had a one-off benefit. On completion workers are unable to find jobs.

But Mr Coleman says there is scope for career development in electrification and provision of housing where a fairly wide range of skills are required.

Dr Vosloo says that in most prosperous countries 70% of the labour force is employed by small business.

Dr Vosloo stresses that the capital base is R800-million where interest on money is returning and from where more loans are made.

"We want to see jobs created, economic stability and confidence restored."

Small Business Development Corporation (SBDC) head Ben Vosloo says the NEF must also look at the vital role that small business has in job provision.

"Our aim is to provide some form of career path in these programmes."

This could be difficult, given the nature of some of the work.

But Mr Coleman says several things, including providing easier access to capital.

Dr Vosloo says the Government has a major role to play in stimulating these businesses by doing several things, including providing easier access to capital.

Cosatu research indicates that public works programmes could provide a million jobs at "below-subsistence wages" (R10 a day).

The total cost would be R6-billion a year.

The same number of jobs at "subsistence wages" (R30 a day) would cost R18-billion — about 21% of the 1991 national Budget.

Dr Vosloo says that since 1981 when the SBDC was established, the organisation has granted 40 000 loans totalling R1,5-billion.

This has created and supported 330 000 jobs to date.

Dr Vosloo stresses that the capital base is R800-million where interest on money is returning and from where more loans are made.

Mr Coleman says Cosatu is open to discussion on anything that could achieve results.

"We're not going into the NEF with a dogmatic approach. Discussion in the forum about the contribution small business could make would be welcomed by us," he says.

The Government's five-year economic restructuring plan is expected to be released at the end of the month.

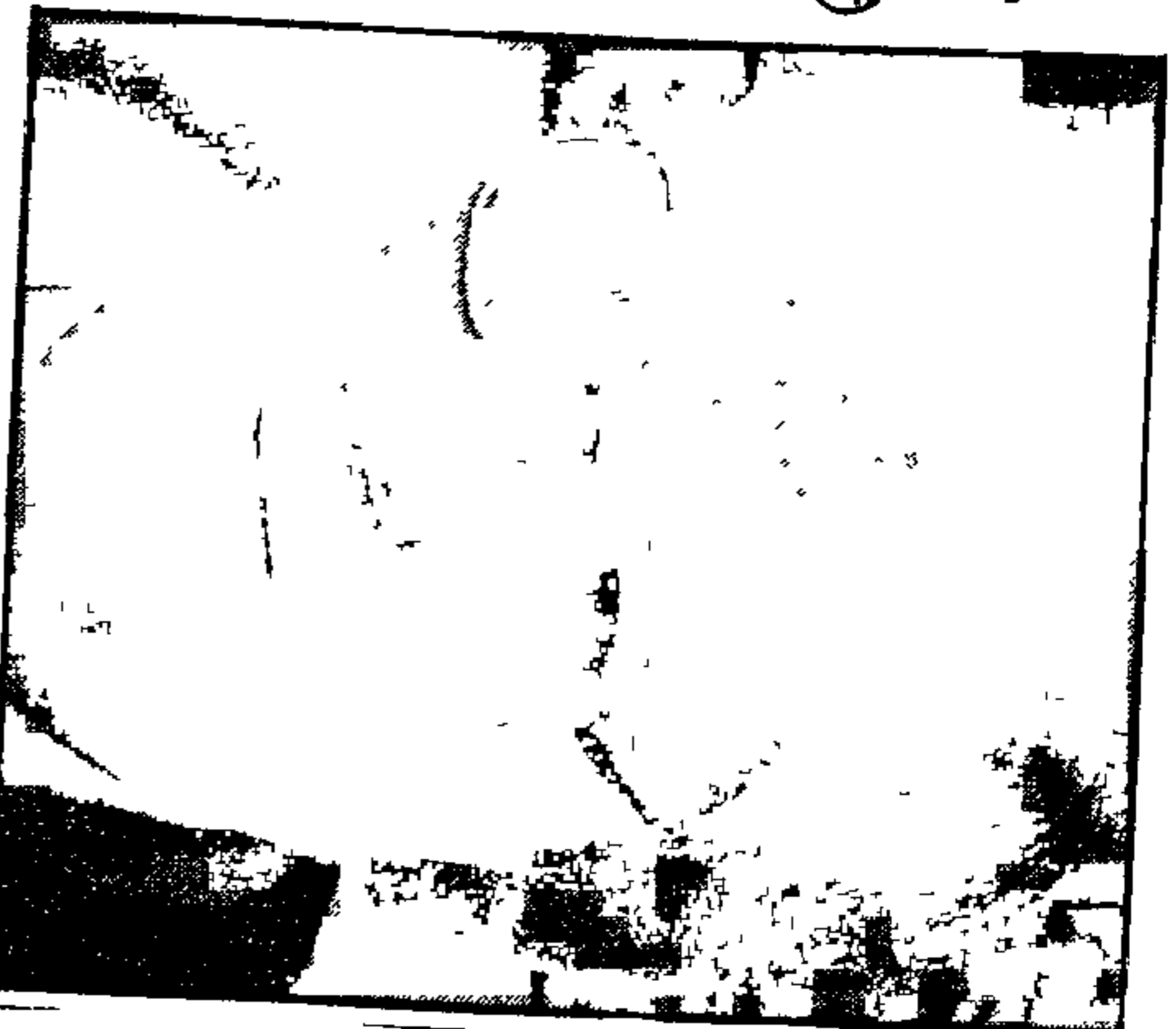
The main thrust of the report is that consumption expenditure will have to be cut.

Government consumption expenditure is about 22% of gross domestic product. It should be reduced to 16%, says Japie Jacobs, special adviser to the Minister of Finance.

"Kickstarts will not deal with the fundamental problems of the economy. But this does not mean that the Government is necessarily opposed to a huge housing strategy or public works programmes because they may offer certain benefits."

Dr Jacobs will not say what government research on these issues disclosed.

"Our position will become clear in the discussions," he says.



BEN VOSLOO. Vital role for small business in job provision

Employers get ultimatum

By Alinah Dube

(140A) (140A)

■ **Factories in Rosslyn have until Friday to meet the demands:**

Sowetan 24/11/92

THE ROSSLYN Industrialists Association has until Friday to meet the demands of workers employed at local factories north of Pretoria or face intensified action, workers warned yesterday

The workers, all members the National Union of Metalworkers of South Africa, other unions affiliated to the Congress of South African Trade Unions and the African National Congress tripartite alliance, marched from factory to factory to present memoranda

Several workers marched on three local companies where employees were allegedly dismissed for taking part in strikes and mass action programmes

Yesterday's protest was aimed at the August Laepple car parts manufacturing company, the industrial association and Wubbling-Apache Engineering

The march was monitored by a United Nations delegation



LABOUR Hardship as several mines shut after a falling gold price

No birthday cheer for Num

■ JOB CUTBACKS Union's

10th anniversary coincides

with worst crisis in mining

industry: (140A) 

Sowetan 26/11/92

By Ike Motsapi

ON December 5 this year the National Union of Mineworkers will celebrate its 10th anniversary amid fears that the labour movement is losing membership due to continuing retrenchments.

The retrenchments, especially in the mining industry, where most of the NUM members are employed, are the result of the closure of several mining operations due to the fall of the gold price.

When Num was formed 10 years ago, it was regarded as the most powerful trade union movement in the country. Speculation that it is losing its teeth have been dismissed as "rubbish" by Num officials.

The trade union's membership stands at 257 969. This makes it the largest affiliate of the Congress of South African Trade Unions.

Countrywide celebrations are to be held starting this week culminating with the main occasion to be held at Klerksdorp on December 5.

The celebration is seen by the union as expressing its solidarity with its members, those who are unemployed and to share "the fruits of our fight for better working conditions at the mines".

Num also wants to use the occasion to urge its members to continue pressuring employers to recognise the benefits of the union. The union is recognised by the major mining houses which include Anglo American Corporation and Anglovaal but still experiences problems in reaching working agreements at certain mines.

However, Num has managed to survive major problems in its fight for better wages and working conditions for its members.

It was not an easy task, though. The first president of Num, Mr Elijah Barayi, once

The mine compensated the families of the dead. However, Num sued the mine for negligence. The case was resolved recently when Num and Gencor agreed on a settlement of R2,6 million as compensation for the families.

Num president Mr James Motlatsi said a large portion of the settlement would be put in a trust jointly managed by Kinross and Num for the benefit of the families of the deceased.

During February 1989 Num launched a campaign against what it termed repressive mine security measures and hostile collective bargaining environment on the mines. The campaign was launched during a rally held at the University of the Witwatersrand.

The then treasurer, Mr Paul Nkuna, said mine owners had always made their workers and the world believe that they paid a living wage and that living conditions were decent.

Desegregation of mine hostels

He said the union demanded freedom of association on the mines, the right to strike, rights to privacy, rights to a fair disciplinary inquiry and freedom of movement.

The then secretary general of Num, Mr Cyril Ramaphosa, who now holds a similar position in the African National Congress (ANC), fought vigorously for desegregation of mine hostels along ethnic lines.

He contended that this was the main cause of violence due to tribal clashes at the mines.

He won the fight. However, this did not help to curb the mine violence.

The recent violence was experienced at Welkom last year during a work stayaway called by Cosatu to protest against apartheid laws.

A fierce fight erupted between those for and against the work stayaway and this resulted in loss of life and injury. A commission of inquiry was appointed and its findings are still to be made known.

But one significant thing that pleased Num was growth.

By May this year about 2 000 whites joined the union. Num's chief organiser, Mr Louis Vosloo, said Num had embarked on a drive to recruit more whites. He said the number of whites were growing by the day.

Vosloo said projections by Num indicated that the union expected to represent 60 percent of white mine workers within three years.



NUM president James Motlatsi

charged that repression on the mines was similar to that of Nazi Germany.

Barayi said mine bosses and the State had joined forces to crush Num.

His statement echoed the fears of miners who experienced abuses, harassment and even torture.

Then came the Kinross mine disaster on September 16 1986.

About 177 people were killed and many injured. Num officials contended that of the 177 killed, 50 were its members.

The mine and six employees were charged with culpable homicide and alternative charges of contravening the Mines and Works Act.

Kinross Mines Limited and five employees were acquitted.

The sixth employee pleaded guilty to two counts of contravening the Act and was fined R50 on each count.

Strikers seek isolation

By Mckeed Kotlolo

Striking metalworkers yesterday threatened to call for the international isolation of Bosal Afrika as the strike by 900 workers at the car parts manufacturer's plants in Uitenhage, Pretoria, Cape Town, Krugersdorp and Maritzburg entered its fifth day.

The National Union of Metalworkers of SA (Numsa) said it was holding talks with the Congress of SA Trade Unions

as well as unions abroad to isolate the company in an attempt to force it to review its "hostile" stand.

Numsa said that despite its efforts to resolve the wage dispute by compromising on most of its demands, management refused to budge.

Numsa demanded a R2 across-the-board hourly increase, the election of full-time shop stewards and a moratorium on retrenchments or monthly severance pay.

26/11/92
STAR

~~NUMSA~~ (140A)

Victim drives to clinic

Disruption threatened

By Thabo Leshilo
Labour Reporter 27/11/92.

Cosatu and the SA Commercial, Catering and Allied Workers' Union (Saccawu) have threatened to disrupt the Miss World pageant at the Lost City in December because they claimed 4 000 members at 11 Sun International Hotels were retrenched

However, Sun International said only 1 437 employees were retrenched.

The protest starts today with a march by retrenched workers to the Sun International head office in Sandton

Workers will also march on the Lost City, to coincide with the opening on December 5, if the company fails to comply with protesters' demands by December 1.

Metal industry union rethink over agreement

SHARON SOROUR

Labour Reporter

DISGRUNTLED regional members of the metalworkers' union, Mewusa, are to re-evaluate the implications of the recently-concluded main agreement in the metal industry to decide whether the union will withdraw from the accord or not.

This follows a special meeting of the national executive committee of Mewusa (Metal and Electrical Workers' Union of SA) in Johannesburg last weekend to "resolve the disagreement that was caused as a result of the union's acceptance and signing of the agreement", said union president Mr Raymond Khosa.

The agreement, signed on October 13 between 11 unions and the employer body Sefisa (Steel and Engineering Industries Federation of SA), was shunned by Cape members who argued it was a "vicious attack on the rights of members" and stripped workers of the right to strike.

Unhappiness over the agreement led to the Cape region threatening legal action

against the union's head office for signing the agreement.

The accord provided for wage increases, well below the inflation rate and sought to end plant-level bargaining over wages and other conditions of employment in the industry.

Union acting regional secretary Mr Ben Petersen said the accord empowered employers to demand from workers the right to suspend, end or change existing plant or company bargaining arrangements.

The union's head office

signed the agreement without a mandate from its regions, he said.

According to an informed source, three of the four regions have opposed the signing of the agreement.

"It has now been referred to members to decide whether the union will withdraw from the agreement or not. This is a political victory for workers as the signing took away rights presently enjoyed by workers." "There are major problems with the agreement and it has

been established that the national executive committee did not endorse the signing of the deal," the source said.

Mr Khosa said members would now be evaluating the implications of the agreement on the "fundamental rights of workers".

"That was unanimously seen as a democratic process that would determine the union's position concerning the continued participation or withdrawal of the union in the main agreement," Mr Khosa said.

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Slabbert outlines basics of democracy

B/DAY 27/11/92
ONE of the basics of democracy was the ability of the individual to frustrate the will of the political majority in certain instances, Van Zyl Slabbert said at a forum on local democracy in Johannesburg yesterday.

He said there were "certain critical issues" which formed the principle of "bounded uncertainty" that had to be removed from being politically contested.

These included basic elements usually found entrenched in a constitution, such as a bill of human rights, which included freedom of association, adult suffrage and so on, Slabbert said.

Another basic element was what he called "contingent consent" in which a party winning an election did not deny its opponents the right to win the next ballot.

The ruling party could not assume that its mandate gave it a right to rule in perpetuity, and abolish the opposition in favour of a hegemony.

By the same token, a losing party should not deny the victor the right to rule.

"You have to accept losing, and when

GAVIN DU VENAGE

you lose, accept that the stronger party has a right to govern," said Slabbert.

Substantial or participative democracy could be measured in the way people were allowed to exercise their rights, he said.

They should be able to express their points of view through protest and mass action, and be able to call for referendums and challenge the rulers in votes of no confidence. However, mass action could never be a substitute for democracy. While people would mobilise when they felt strongly about an issue, they soon reached a "rally fatigue" and mass action would fizzle out.

Slabbert said there was place for a minority veto, but not along the lines of ethnicity, or where a minority group, which had governed undemocratically, sought to preserve some of its power.

A minority veto should only be used to protect issues such as religious freedom and cultural expression.

He added that it would be difficult for democracy to exist without economic growth and redistribution.

Numsa wins appeal over strike ruling

BLOEMFONTEIN — An appeal by the National Union of Metalworkers of SA (Numsa) to set aside an order of the Labour Appeal Court was allowed by the Appeal Court yesterday.

The case was remitted to the Labour Appeal Court to reconsider whether the proved facts constituted unfair labour practice. B/DAY 27/11/92

The Labour Appeal Court had dismissed with costs an appeal by Numsa against an industrial court refusal to reinstate employees dismissed by Vetsak Co-operative, Isando Industries and Turin Pressings.

The case arose from a nationwide strike

by 31 000 workers in the iron and steel industry on August 3, 1988. Among the strikers were 600 workers employed by Vetsak, Isando Industries, Turin and an associate company LM Nywerhede. There were 200 strikers at Isando and 400 at Bothaville.

On August 5, the group announced that the Bothaville strikers were dismissed, but no effect was given to the announcement. On August 8, 1988 the strikers at Isando were dismissed. Despite requests they were never reinstated.

The appeal was allowed by Judge Botha and acting Judges of Appeal Kriegler and Harms — Sapa

Groundwater safety probed

GAVIN DU VENAGE

GROUNDWATER that supplies most of SA's drinking and industrial needs may in many cases be unfit for human consumption, Water Research Commission research manager Tony Reynders has said.

The commission has funded an investigation into developing a strategy for accurately monitoring SA's groundwater on a regular basis, and recently published a set of guidelines on pollution testing.

Reynders warned that while South Africans had always taken for granted that their water was safe, experience overseas had shown that groundwater was sensitive to pollution.

Reynders said municipal waste dumps and old mine dumps often released excessive salts and heavy metals which could end up in the water table.

Lack of sanitary services in squatter camps, where waste was uncontrolled and was left to soak into the ground, also posed a great danger of pollution.

Overseas it had been found that groundwater could be polluted by agricultural fertilisers.

LABOUR BRIEFS

(S) (4017)
■ Most of the people who stayed away from work as part of the Cosatu-led mass action campaign in August did so voluntarily. Research Surveys has found that there was virtually no intimidation on the two days despite reports to the contrary.

WIMANT 27/11 - 3/12/92



■ The fate of the controversial Bophuthatswana Industrial Conciliation Act, frozen after a Cosatu appeal to President FW de Klerk, will be decided in March next year. Tjaart van der Walt, the South African ambassador to Bophuthatswana has been charged with mediating between the Bop government and Cosatu.

w/mout 27/11 - 3/12/92.

(140A)



PEOPLE'S LIVES *Demand for rights and education*

Cosatu's women are up in arms

Sowetan 30/11/92

(SSA) (40A)

By Ike Motsapi

■ **GUIDELINES** *Discriminatory laws*

must be removed from Statute Book:

WOMEN AT WORK
What are their rights, especially when they are pregnant?

Some practical guidelines for negotiations around women's rights at work came out of the Congress of South African Trade Union's Women's conference in Johannesburg recently

The conference discussed many other issues, including women workers' rights, economics and violence

● **Protecting mothers' job:** The Basic Conditions of Employment Act must give job security to all pregnant women. Many unemployed and pregnant women are refused jobs. Even women who still want babies are refused promotion. It was resolved that such discriminatory laws must be abolished

● **Pay for parents:** The conference resolved that workers should have a year's maternity leave on full pay while the unemployed should be

The Basic Conditions of Employment Act must give job security to all pregnant women

given money by the State to help them when having babies

It was also resolved that fathers should get 14 days off when their babies are born

● **Losing out on training:** On returning from leave many mothers find they have missed out on chances to be trained for promotion or their skills are out of date

The conference resolved that im-

mediate training and retraining would make sure there was equal opportunity for women even if they took a break to have babies

● **Making up for past discrimination:** Many women cannot get better jobs because they lack education. It was resolved that employers must pay for union-controlled literacy and basic adult education programmes

● **Blackmailing women into sex:** Women are often threatened that they will not get jobs, training or promotion if they do not give in to sexual demands

It was resolved that legal protection, a code of conduct in companies as well as more women on employment committees would help to stop this

The conference resolved that the union federation should place these issues at the top of its agenda instead of pushing aside or neglecting women altogether

SI bid to save beauty pageant

Sowetan Correspondent

Sowetan 2/12/92
■ THREATENED EMBARRASSMENT

SUN INTERNATIONAL has agreed to meet Cosatu and the South African Commercial, Catering and Allied Workers Union to avoid embarrassment.

Threats of disruptions and demonstrations on the eve of the Million Dollar Golf tournament, Jean Michel Jarre concerts, festivities at Sun City and the Lost City, including the Miss World '92 competition, have led to the agreement.

SI chief executive Ken Rosevear sent a letter to the unions on Monday proposing a meeting in an attempt to resolve threatened disruptions before the first

Sun International has agreed to meet

Cosatu and Saccawu:

concert last night and the start of the golf tomorrow

In an 11th-hour response, Rosevear agreed to meet their general secretaries to discuss the demands

However, SI stressed that the proposed meeting was not a tacit agreement to Saccawu's demand for the establishment of a centralised bargaining forum

A spokesman said it was hoped the

meeting would resolve a number of problems and remove the threat of action

But the Central Transvaal Civics Association has joined the unions and threatened to disrupt the golf and opening of the new hotel on December 12 if it got no response to its "pleas for help" from the international community, the Bophuthatswana government and President FW De Klerk

140A

SABC may taste the test of a Cosatu

W/Mail 4/12-10/12/92

(140A)

One of the Campaign for Independent Media's prime movers, the Congress of South African Trade Unions, is considering a consumer boycott of companies that continue to advertise on SABC's television channels and radio stations. Could this work? **MARK GEVISSER** investigates

COME March next year, will SABC be good and clean and fresh, tra-la-la? And if not, will advertisers on the network agree to withdraw their trade? And if they don't, will you obey a consumer boycott of those products still advertised on SABC? Will your mum remember not to buy Melrose? Will everything cease going right for Toyota? Will the taste of Castle be able to stand the test of a Congress of South African Trade Unions boycott?

The current term of office of the SABC Board of Governors expires in March. And if the government does not agree to relinquish its control over the SABC by the end of January, Cosatu is considering a boycott of advertisers who do not withdraw their trade from the corporation.

The advertising industry and business sector is convinced that the boycott could never work. But the mere fact that Cosatu is considering it underscores the urgency of the need for a new broadcasting order. Who and what will replace the Board of Governors has become a matter of national importance with the launch, this week, of the Campaign for Independent Broadcasting (CIB), of which Cosatu is a major player.

The broadest-based coalition yet of opponents to the state monopoly on broadcasting, CIB also includes the African National Congress, the Democratic Party, the South African Council of Churches, the South African Communist Party, and the Campaign for Open Media (Com). Altogether, 12 organisations have already signed the CIB declaration of intent.

The CIB signatories believe that "the current situation, in which the board of the SABC is chosen by the state president, gives the ruling party undue influence over public broadcasting." Top of the CIB agenda, then, is that the board be replaced in March by a new one "representative of the full spectrum of South African society", chosen in a process that is "independent of the government and of political party interests" and that is "open to public scrutiny".

The government's plans stop short at simply expanding the current board, but that, insists Com's Raymond Louw, "is just not good enough. What we're talking about is an entirely different system of nomination, not one where the state president simply appoints a few extra



black faces"

CID is calling for "significant movement" on this score by the end of January. "We are negotiating demands that we believe to be reasonable, fair and achievable," comments the National Union of Mineworkers' Marcel Golding, "but if the government remains intransigent and reluctant, we'll have to consider alternative forms of action."

Just what form will this action take? There is talk of public protest, licence boycotts and boycotts by sporting and cultural organisations, but the most controversial suggestion by far is the consumer boycott.

A confidential CIB document states that "advertisers should be approached to sign the CIB declaration. If they are prepared to do so, they should also be encouraged to put additional pressure on the SABC. It should be indicated to advertisers that if the SABC and the government refuse to reach agreement on the

democratisation of SABC by the end of January 1993, we will be calling them to withdraw their advertising from SABC." If advertisers do not comply, they may well be subject to a Cosatu consumer boycott.

The ANC has lent its support to this strategy, but several other CIB signatories are firmly opposed to it. Louw comments "It would set a dangerous precedent that could affect all media. We do not believe that advertising should ever be used as an ideological tool to influence the editorial or managerial policies of broadcasters or newspapers."

And, adds the Democratic Party's media spokesman, Peter Soal, "while I accept the right of other CIB signatories to get involved in boycotts, it's not the Democratic Party style. And to be pragmatic, I just can't see how it would work."

John Montgomery, media director of Ogilvy & Mather, echoes this sentiment. "Advertisers need exposure, and precisely because of this insidious monopolistic situation, they cannot get it without the SABC. There isn't a single sophisticated marketer who doesn't rely on the SABC. If consumers boycott everyone who advertises on SABC, they won't even be able to put melie meal and milk on their table. Does Cosatu really believe that consumers are going to starve for the ideal of democratising the SABC?"

Henry van Rensburg, media director of Young & Rubicam, says: "The strategy has already been attempted unsuccessfully, when Mwasa (the Media Workers' Association of South Africa) asked advertisers to boycott the SABC during its strike earlier this year."

Certainly, if the appeal to advertisers did work, it would deal a death blow to SABC, which draws 75 percent of its revenue from

NEWS FEATURE

Union's struggle for mine workers to be recognised as human beings

By Ike Motsapi

MOTSAPI The National Union of Mineworkers celebrates 10 years of existence. How was it formed?

Motlatsi It has been 10 years of struggle. Black miners were not allowed to belong to organisations and trade unions. It was the Wiehahn Commission which opened doors for the legalisation of black trade unions. In 1982 the Council of Unions of South Africa held its first congress. One of its congress resolutions was to organise at the mines. Cyril Ramaphosa was given the task of organising in the industry. At the time I was working at Western Deep Levels. I read in the newspapers that a new miners' union was to be formed during September of that year. I was approached by Alfred Mphahlele with whom I was working and was staying in Soweto. He had met a gentleman who was campaigning around the country to organise mine workers in a bid to form a trade union.

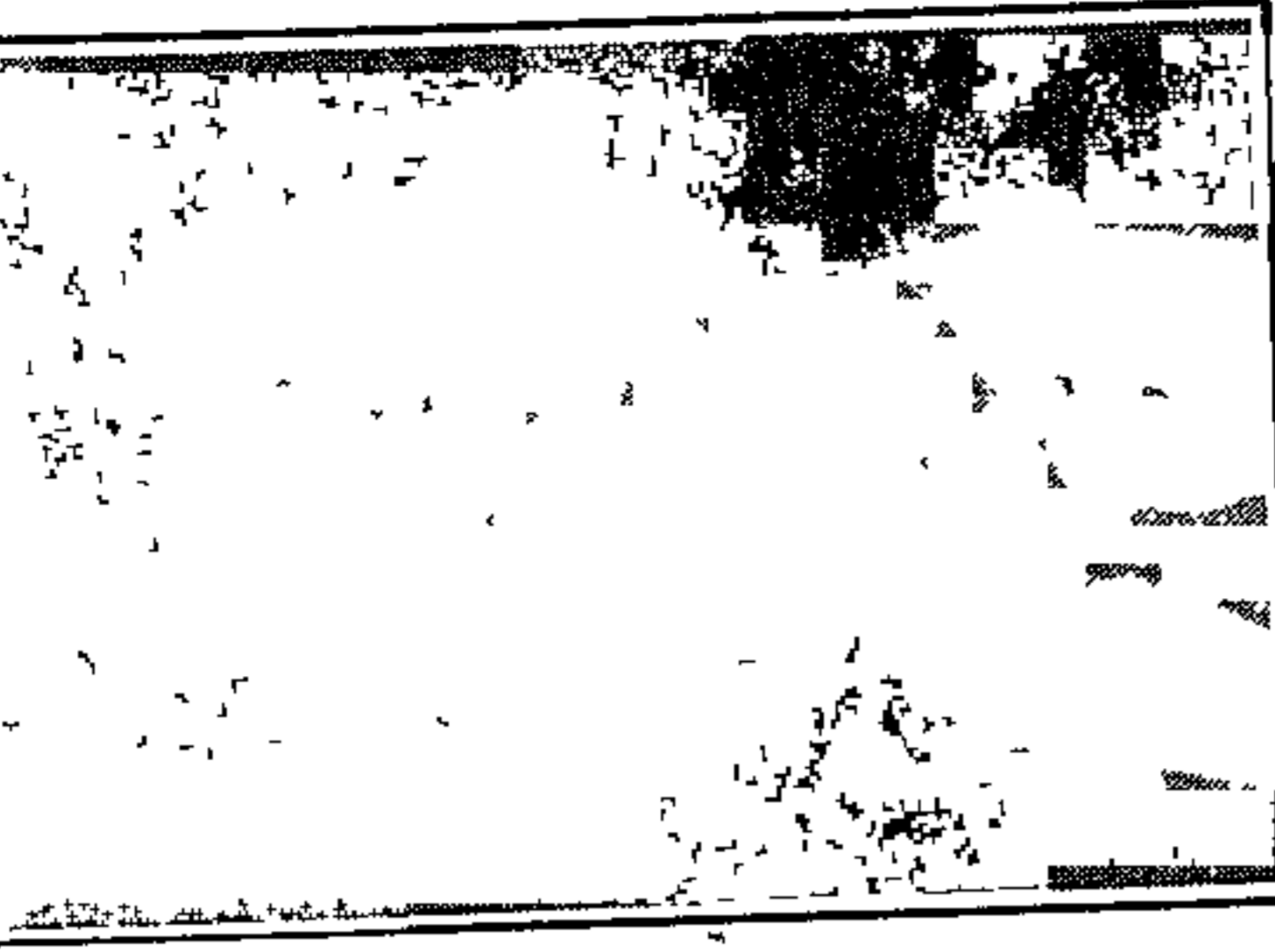
How to form a union

I met the gentleman concerned and we discussed how best we could form the union. A congress was planned for Wilgespruit near Roodepoort where a Planning Council was formed.

The PC prepared for a national congress in Klerksdorp for December 4 and 5 1982. It was here that the National Union of Mineworkers was formed.

Four big regions, Western Deep Levels, Carletonville, Klerksdorp and the Free State were represented at this congress.

I must point out that before the congress, we managed to organise more than 12 000 members. About 1 000



James Motlatsi

NUM looks back on its first decade

60 we few 4/12/92
ACORN TO OAK The Wiehahn

Commission opened doors for unions:

mine workers attended this congress where a constitution was adopted.

I was elected the first president of Num, Mr Elijah Barayi was chosen as the first vice president with Ramaphosa filling the position of general secretary. Ishmael Thula was elected first national treasurer.

Building Num

Motsapi But how did you go about building Num to one of Cosatu's largest affiliates?

Motlatsi There were a lot of problems. What we did was we established an operational arm department. This unit did a lot of spade work. It went to the mines where it consolidated its strength on shaft and regional branches. In 1983 we established a regional council. We also approached the Chamber of Mines to allow us to operate freely on the mines.

Sub-human

We were basically classified as sub-human.

Num focused on the problems faced by the mine workers.

Motsapi What did Num do to de-

velop its members?
Motlatsi We did a lot of things. The most important was that we stopped shop owners in and around the miners from exploiting them. These shop owners sometimes did not give our members proper change when they went to buy goods there.

Stopped taxis over-charging

We also stopped the taxi drivers from over-charging them whenever they used their vehicles to go to the cities. We asked the people to boycott these shops and taxis.

After boycotts the attitudes of these people changed. It was then that they realised that mine workers were also human beings like them.

Motsapi Did you work well with management or not?

Motlatsi No. We were engaged in big fights with them. We fought starvation wages for our members. We fought for better working conditions. We fought for the removal of job reservation which led to the strike at Impala Mines in 1984 and later spread to Vaal Reefs, President Steyn in Welkom and Western Holdings.

These strikes were followed by others in 1985 and numerous others in 1986. By September 1986 the Government did away with job reservations at the mines. We were called to Parliament. It was a difficult decision to go there but Ramaphosa and I led a delegation which presented our case to the Government.

No political role

Motsapi Do you think that Num has a role to play in the political future of this country?

Motlatsi Not really.
Motsapi Why was the 1987 strike regarded by many as being politically motivated?

Motlatsi Our 21-days strike in Au-

Num diary

President: James Motlatsi
Vice President: Elijah Barayi
Membership: 281 000
When Num formed: December 4 1982
Where: At Klerksdorp
Secretary General: Kgalema Montlatsi
Assistant General Sec: Marcel Golding
National Treasurer: Paul Nkuna
Press Officer: Jeffrey Majatladi

gust 1987 was not political. This strike went on for a long time because of political interference by the State. The police arrested and harassed our members. Our members stood their ground and the police failed to break the strike. This led to massive dismissals which partly destroyed our union. About 50 000 miners were dismissed or retrenched.

I must confess that this weakened Num and we have not yet fully recovered from that blow.

Motsapi How did this affect the morale of your members?

Motlatsi What emerged from the strike was that we saw a lot of dedicated and strong people who survived the ordeal. We have established a good foundation which is going to be very hard to demolish.

boycott

advertising Cosatu is mum about its plans, but sources say it would consider the boycott only as a last resort and, even then, only selectively. But, comments Montgomery, "If everyone advertises on SABC, how on earth is Cosatu going to select its victims?"

If marketers were to be faced with the prospect of an SABC boycott on the one hand and the prospect of a Cosatu boycott of their own products on the other, which would they choose? Raymond Ackerman, chairman of Pick 'n' Pay, comments that "we would undoubtedly be more hurt by a successful boycott of our stores than by withdrawing advertising from SABC. But I must admit that I respond very badly to threats of boycotts, even when I am sympathetic to the cause."

Ackerman says Pick 'n' Pay would definitely not withdraw its advertising. "Even though I am firmly in favour of deregulation, it seems as if there's already agreement on the need for an Independent Broadcasting Authority (IBA), and this will come next year with an interim government. If things are going to change anyway, why fight?" *WJ Mar 4/12-10/12/92*

As well as demanding a new process for nominating the SABC board, CIB is calling for an independent authority "to take over responsibility" from the SABC "for regulating the broadcasting sector"; for a "moratorium on unilateral restructuring"; and for one national broadcast service incorporating not only the SABC but the TBVC broadcasters too.

SABC group chief executive Wynand Harmse notes that Codesa has already agreed to an IBA, which was recommended almost two years ago by the SABC's own chairman, Professor Christo Viljoen. And, says an SABC statement, "The management has repeatedly stated that it had no intention of privatising the SABC or parts of it without consulting the relevant authorities and interest groups."

But the CIB signatories feel the need for immediate action on the consensus around an IBA. For as long as broadcasting remains within government hands, reporting on the transition and the run-up to a democratic election cannot be free and fair. "The SABC continues to restructure itself unilaterally, despite the fact that the government agreed to a moratorium at Codesa," adds Louw.

The process of negotiation will begin next week, when CIB takes its demands to Minister for Home Affairs Louis Pienaar. If action is not forthcoming, however, the unions and their employers had better start steeling themselves for a showdown over the boycott.

That in itself might be an incentive for the government to relinquish control over the SABC. And so, even though the suggested Cosatu boycott seems doomed to failure, its mere threat might have the desired effect.

High inflation rocks

Labour boat

THIS YEAR produced some fascinating developments on the labour relations front, providing a complex mix of both positive and negative tendencies

The year started by looking as though it might be quiet. This was largely because of the harsh recession. It tended to make militant activity dangerous for workers because demand for labour fell. In the first half of 1992 the number of mandays lost to strike action was only 340 000.

However, by the end of September the labour relations arena was seething with strike action — in spite of the recession. The number of mandays lost soared to more than 3 million compared with 2 million for the first nine months of 1990.

What caused this remarkable turnaround?

Undoubtedly, the high inflation rate — and especially soaring food prices — played a key role. Most strikes were triggered by wage disputes.

However, strikes that take place in recessionary times inevitably meet a tougher response from employers.

Seifsa and Toyota, which were hit by major strikes by metal union Numsa, both dug their heels in, forcing the union to accept defeat.

However, the hospital strike conducted by the National Education, Health and Allied Workers

Union (NEHAWU) was far more successful. But the issue went beyond wages to include demands that formal bargaining procedures be established for the sector. Not only did the union win pay increases, but it gained an agreement for the establishment of such procedures and the reinstatement of most of the 7 000 workers dismissed in the strike.

Although some unions concentrated on strike action, others sought to develop in a different direction by forging more harmonious relations with employers.

JEOPARDY

In the forefront of this movement was the National Union of Mineworkers (Num), which signed some landmark agreements during the year.

Another Cosatu union, the South African Clothing and Textile Workers Union (SACTWU), involved itself with employers in discussions aimed at restructuring the troubled clothing and textile industry. It agreed to discussions about productivity in the textile industry.

Significantly, the more co-operative approach exhibited by SACTWU and

Num occurred in industries whose future is in jeopardy. Although unions and employers have strong differences, when the future of their industry is threatened, co-operation can occur. The question that hangs in the air, of course, is why do both sides have to wait until the 11th hour to work constructively together?

But perhaps the high or low point of the year (depending on your point of view), involved Cosatu's mass action campaign.

Cosatu gave ample warning of its intention to call for mass action. Having rejected the State President's March referendum as "irrelevant", Cosatu announced a set of demands which, if not met, would lead to mass action.

They included the establishment of an interim government by June 1992.

Not only did June come and go without an interim government being set up, but to make matters worse, Codesa II collapsed in July. Consequently, Cosatu launched its mass-action campaign with the ANC in tow.

In spite of the Government's predictions that the campaign would never succeed, it proved to be spectacularly successful from the organisers' point of

view, delivering another body blow to the staggering economy.

The stayaway forced the Government to make some important political concessions that it might more usefully have made at Codesa. However, it also spurred Cosatu to take the mass-action campaign a step further, launching a campaign to boycott Paye.

But like the proverbial boxer who never knows when to retire, Cosatu had gone a step too far. Confronted by firm opposition from both the Government and employers and a marked reluctance for further mass action among its own affiliates, Cosatu wisely withdrew its demand.

WEALTH

Since then, there has been a new round of promising developments on the labour front. The National Economic Forum has been established with participation by the Government, employers and trade unions.

A restructured National Manpower Commission has been set up, also with tripartite involvement.

An historic agreement has been reached between Cosatu and the Government on extending labour legislation to farm and domestic workers.

However, the gap between business and labour on the economic front remains wide, with Cosatu formally committed to "the principle that nationalisation is one of the legitimate vehicles to redistribute wealth".

But with the ANC moving ever further away from nationalisation as a realistic prospect, Cosatu is finding itself increasingly isolated in this demand.

SPOTS

As far as 1993 is concerned, agriculture could become a focus of trouble as the South African Agricultural Union (SAAU) digs in its heels in the face of Cosatu's agreement with the Government to extend labour legislation to this sector.

Continued differences on VAT and the slow progress in political negotiations are also potential trouble spots.

At present, the trade union movement stands delicately poised between two paths, one leading to constructive engagement by both the State and employers, and the other along the more familiar path of conflict and industrial disruption. Although the former is likely to prevail over the longer term, the short-term future will not be without serious conflict.

■ Dr Innes manages The Innes Labour Brief, a research-based consultancy service.

WE'RE PROUD TO BE HERE

SPUR STEAK RANCHES

25 YEARS

GROWING TOGETHER

FOCUS ON JOBS *National job campaign launched*

Unions fight for workers' survival

Sowetan 7/12/92

140A

~~140A~~

(155)

TRADE UNIONS are waging "war" against employers who are dismissing or retrenching their members as the recession deepens. They have embarked on national job security campaigns in response to widespread restructuring and rationalisation in the business sector.

There is also concern in the labour movement about reports that serious consideration is being given to the possible retrenchment of health workers, which could include doctors and nurses.

The mining and engineering sectors have been hardest hit by retrenchments.

More than 20 000 people have either been dismissed or retrenched in the engineering and steel sector this year.

In the mining industry, about 166 000 mineworkers have lost their jobs since 1988.

Another 100 000 mineworkers face the prospect of dismissals or retrenchments.

Most affected are workers in the commercial and catering sector.

Trade unions affiliated to the Congress of South African Trade Unions, National Council of Trade Unions and independent unions are all agreed on one thing - to stand up and fight for jobs.

"No retrenchments. Jobs for all," is the rallying cry among these unions.

The theme has been extended to include the phrase "We will not sacrifice our livelihoods for capital's greed and mistakes."

Unions were unanimous that "unless management of companies are stopped they will continue to hack a path of destruction across shopfloors."

One of Cosatu's affiliates, the South African Commercial Catering and Allied Workers' Union, claimed that about 1 370 workers lost their jobs each day through retrenchments and that nobody knew how many were unemployed.

"Capitalism and state policy have caused a serious economic crisis in South Africa and workers are being hit

■ DEEPENING RECESSION

Grave concern that health

workers will be axed:

the hardest," Saccawu said.

Saccawu claims that many companies are selling off their trading rights while others are closing down or reducing staff.

Those reducing staff were employing a number of casual workers on low salaries with no company benefits at all.

These workers have little legal protection and in some cases management consistently rejected union's demands for trade union rights for non-permanent workers.

Trade unions demand the following for their members:

- Job security and job creation should be a top priority
- Cost-cutting retrenchments should be avoided
- Industrial restructuring should be negotiated
- A national register of all retrenched workers be drawn up so that they can be placed in other companies willing to employ them
- Alternative support system be set up generating an income for retrenched workers while unplaced
- Non-permanent and contract jobs be phased out so that people employed under these conditions can be given permanent jobs
- Industry-wide skills development schemes be established
- A halt on all management wage increases and payment of dividends until job security problems are resolved and,
- The industry must take full responsibility for retrenched workers

'Guarantees in exchange for support'

Cosatu seeks election pact with ANC

B/DAY 18/12/92 140A

COSATU and its allies want to enter into a "reconstruction pact" with the ANC for a post-apartheid SA as a basis for backing the ANC in next year's proposed election campaign.

Anti-apartheid organisations are currently thrashing out a blueprint for the pact.

Cosatu general secretary Jay Naidoo said yesterday the union federation wanted a new government to ensure

- Basic trade union rights for all workers — especially the right to strike;
- The right of trade unions to intervene on all issues relating to the health and safety of workers and the poor;
- A comprehensive programme of education and training to upgrade and empower workers, youth, students and the unemployed; and
- Genuine negotiations around economic decision-making and involvement in economic reconstruction and restructuring programmes throughout the country

Negotiations on the economy would include examining what options were open to address the economic crisis and create jobs.

In addition, programmes to meet the needs of ordinary people and to make the economy internationally competitive needed to be addressed simultaneously.

Naidoo said Cosatu would hold bilateral meetings with civic, youth, student and other organisations of "civil society" to discuss the planned pact.

It would also be discussed within the ANC/SACP/Cosatu alliance.

An ANC spokesman said the idea of a pact would be "sympathetically consid-

DIRK HARTFORD

ered" by the organisation in discussions with its alliance partners.

SACP spokesman Jeremy Cronin said the party leadership was "strongly supportive" of the pact, but added that details were still under discussion in the party's constitutional structures.

The pact had been discussed with Cosatu in a bilateral meeting six weeks ago.

And the SACP was planning a consultative conference early next year to discuss the future of what he called "the socialist project".

Cronin said the pact would be central to discussions at the conference.

Naidoo pointed out that not all Cosatu members were ANC supporters, although the majority were.

If Cosatu was going to explain to its members — and the poor in general — why it was important to vote for the ANC, it had to sell them certain guarantees from the ANC, he said.

The pact would lay a basis for changes in the nature of Cosatu's alliance with the ANC in a post-apartheid SA, Naidoo said.

"Our alliance has been an anti-apartheid alliance. Once there is a new government we will need to establish what kind of alliance — if any — there is going to be in the future," Naidoo said.

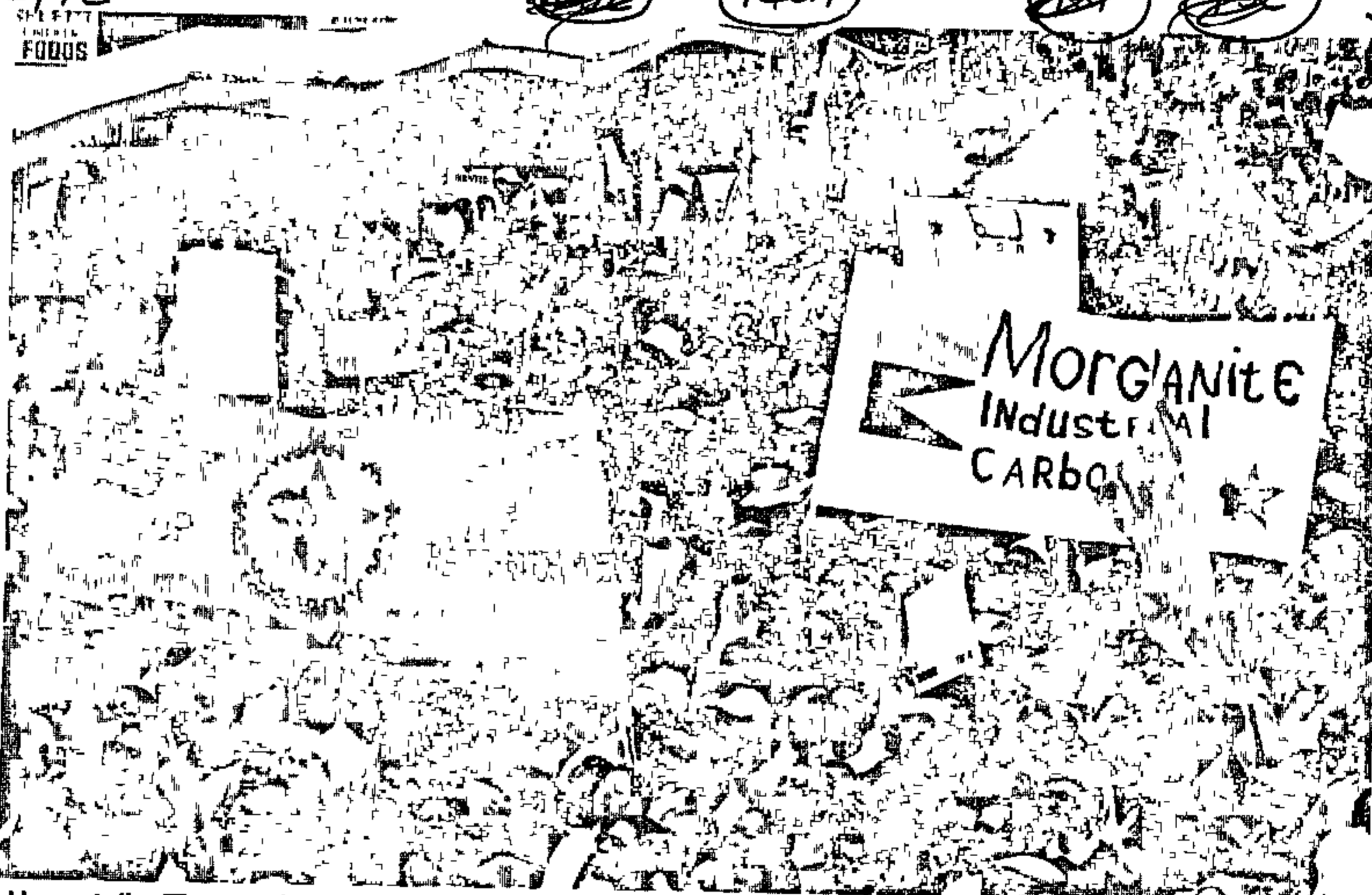
He predicted any alliance in a post-apartheid SA would be "fundamentally different" to what existed at the moment.

It would be based on what programme a future government would be prepared to negotiate to address the needs of ordinary people in society, Naidoo said.

LABOUR

A year of gains and new ground

W/Mail 18/12 - 22/12/92
Unions won key victories this year in negotiations to restructure the economy
FERIAL HAFFAJEE
reports



Heavy toll ... The metalworkers' strike accounted for the loss of 1,4-million man-days Photo KEVIN CARTER

DESPITE spiralling retrenchments and swelling unemployment, union membership continued to grow this year. According to labour consultancy Andrew Levy and Associates' annual report, there are now 3,2-million organised workers in the country.

Growth was stemmed by 100 000 retrenchments in the four major sectors alone. About 40 percent of the economically active population — 5,4-million — is unemployed.

The year was marked by trade union demands for a greater role in restructuring industry, the labour market and the economy. The National Economic Forum got off the ground and the new-look National Manpower Commission will begin work early next year.

Joint union-employer forums will oversee restructuring in the mining, clothing and textile, and auto and electronics industries. And early next year, the Congress of South African Trade Unions (Cosatu) will table draft policy for national industrial restructuring.

The biggest collective bargaining gains this year were made towards the end of the year, when the government and Cosatu reached agreement on legislation for the farm and domestic sectors. For once, the time frames were honoured and draft legislation for farm workers and the 975 000 domestic

workers was tabled in parliament by the middle of November. Draft legislation for the public sector was also passed.

For the first time since its inception, the work load of the industrial courts decreased, while Labour Appeal Court applications increased. Mediation and arbitration — which are faster and less expensive than court applications — grew in popularity with both trade unions and employers.

In terms of the government-Cosatu accord, ongoing problems with the

industrial courts are to be investigated by a task force. The Labour Appeal Court will soon become a court of final appeal because of the problems faced by parties taking cases to the Labour Appeal Court, where officials have no specialised understanding of labour issues.

On August 3 and 4, Cosatu pulled off the biggest stayaway in the country's history. Strikes accounted for the loss of 4,2-million man-days, with the strike in the metal and hospital sectors taking the biggest toll.

The National Union of Metalworkers' strike accounted for the loss of 1,4-million man-days, while the hospital strike saw the loss of 247 500 man-days. Almost 80 percent of the strikes were triggered by wage demands and 14,1 percent by grievances, while the rest of the strikes centred on dismissals, discipline and recognition.

The hospital strikes, the Kentucky Fried Chicken strike for centralised bargaining and the wage strike at the SABC all lasted for more than 25 days.



Cosatu,

SACP

STAR 19/12/92

unite on

strategy

POLITICAL STAFF

THE SACP and Cosatu are working towards developing a joint strategy — a “reconstruction pact” — on socio-economic issues which they intend to discuss with their ally, the ANC

The joint SACP-Cosatu strategy is expected to be discussed at a meeting early next year.

SACP general-secretary Chris Hani said yesterday that the idea of such a joint strategy was first mooted at an SACP-Cosatu meeting six weeks ago.

“In the course of our discussions we asked what we expected, as leaders of the working class, from a new government,” he said

It was then decided that representatives of the SACP and Cosatu would be appointed to define a common position on socio-economic issues to be discussed at a meeting next year.

NEWS FEATURE *Nactu and Cosatu vow to continue their battle for a living wage*

1992: Successful

year for unions



Sowetan 22/12/92

DECLINING ECONOMY Decision-

By Ike Motsapi

THE YEAR 1992 COULD WELL be described as the year of trade unions. And the two major federations in the country have vowed to go into next year fighting to retain and advance the gains of this year. It was during this year that trade unions exerted a lot of pressure on the Government and employers to force them to agree to their demands and they won.

And both the Congress of South African Trade Unions and the National Council of Trade Unions described 1992 as the year "that had been decisive for the whole labour movement". Mr Jay Naidoo, general secretary of Cosatu, said: "Faced with a declining economy and thousands of retrenchments high food prices and lower than inflation wage increases, it has become clear that economic decision-making cannot just be left to employers and the government of the day".

On the other hand, Mr Cunningham Ngcukana, general secretary of Nactu, writing in *Izwiethu*, the official mouthpiece of the trade union federation, said: "The current political developments in the country are underpinned by negotiations that must lead to a democratic constitution."

Democratising economy

"The negotiations are taking place between major political players and the regime at bilateral and multilateral level," Ngcukana said.

Naidoo said the launch of the National Economic Forum meant that "in the new year trade unions will become more centrally involved in democratising the economy". He said this will mean that jobs could be created for the unemployed.

Naidoo added "The basic needs of the ordinary people in areas of housing, health, education and training can be met."

making no longer left to the Government.



Nactu's Cunningham Ngcukana wants to create a core of trade union cadreship

"It also means that economic restructuring around issues of privatisation, public work programmes and industrial policies will now have to be properly negotiated with trade unions".

Ngcukana said: "The elections for a Constituent Assembly are therefore related to the political policy of Nactu on the national liberation struggle".

"The Constituent Assembly election will have two central questions or electoral issues. These are the Bill of Rights and whether the constitution should be unitary or federal."

"Nactu has already developed a Workers' Manifesto and therefore the first question would be easy to answer. The second would require Nactu to take a clear position."

"The question of the structure and form of the new constitution has a casual relationship to economic issues that affect workers".

This year Cosatu and Nactu, includ-



Cosatu's Jay Naidoo ... economic transformation cannot be left to the Government.

strike which took place on August 3 and

However, Cosatu and the South African Consultative Committee on Labour Affairs (Saccola) reached an accord which was aimed at limiting the effects during the stay-away from work on those two days.

The strike was a success. Millions of people stayed away from work.

What came out of the strike was that employers agreed to commit themselves to act as "brokers" between the trade unions and the Government during deadlocks on certain issues.

Again agreement was reached between the parties on the need for establishing an economic forum.

Naidoo said: "The mass action driven by the tripartite alliance has resulted in the release of hundreds of political prisoners and a general agreement that elections for a Constituent Assembly to draft the future constitution be held as a matter of urgency".

"1992 also saw major strikes over basic trade union issues such as living wages, recognition, centralised bargaining".

"Although this has been mainly a defensive battle against unilateral retrenchments and refusal of many employers to grant a living wage, our actions have succeeded in minimising what was a major attack on our living standards," Naidoo added.

He said Cosatu would enter 1993 "determined to carve out a powerful role for the democratic trade union movement at economic, labour and political level".

Ngcukana added: "Nactu wants to create a core of a trade union cadreship that will be able to participate effectively in the political, social and economic transformation of our country".

"Nactu will also encourage its membership not to support our former oppressors with whom we have been locked in a life and death struggle."

Let's talk about it

W/Mail 23/12 - 29/12/92

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For a while it was musical chairs in the Department of Manpower but Leon Wessels has returned some stability and sanity to this vital area.

By **FERIAL HAFFAJEE**

MANPOWER Minister Leon Wessels is the kind of guy you could just call "Leon" — laid-back and without a trace of the grey-suited unapproachability of the old South Africa

You can easily picture him jogging down the streets of Pretoria with his wife or negotiating with his children when they want more spending money

Wessels has done a lot of negotiating in the seven months he's been in office — so much so that "let's talk about it" has become his favourite phrase

His adversaries have ranged from the suave negotiators of the Congress of South African Trade Unions to defensive farmers fearful of looming labour legislation

"Those who have not been here are on our schedules," says Wessels of the organisations which have not yet sat in his air-conditioned office

"I am not a captive of anybody, I want to do what is just and fair for labour," he told a recent National Party Transvaal congress

So one can expect delegations from the National Council of Trade Unions and troops of white workers, no longer protected in closed shops or guaranteed places in racially imbalanced training boards, to meet him

He can also expect the captains of industry to come knocking at his door, demanding a place at the table when accords like the one concluded with Cosatu in November are signed

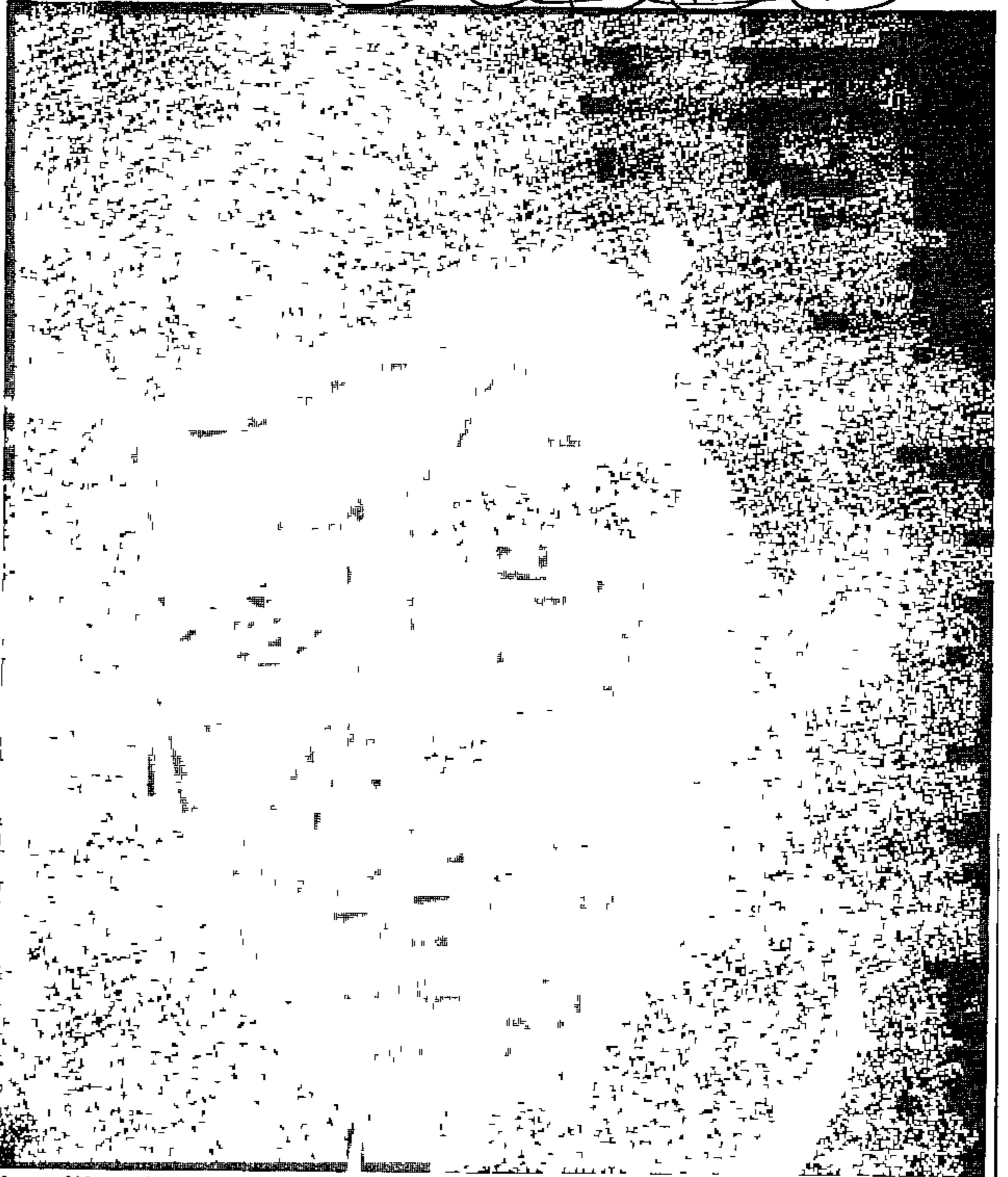
That accord negotiated a mountain of minefields and in one fell swoop the minister showed what a little decisiveness can do

He set dates for the passage of legislation for domestic workers, for farmworkers and for public servants and he stuck to them. By the close of parliament this year, draft legislation had been signed, sealed and delivered

Starting dates for the restructured National Manpower Commission and the National Training Board were set. Other troublesome obstacles like the industrial courts and the Labour Appeal Court will be dealt with by influential but balanced task forces

Unlike his predecessors, there will be no backtracking for Wessels even if faced with pouting farmers and hysterical housewives who have long resisted regulation for their workers

"Reform is a serious matter and you have to be punctual about it," he says. This view is perhaps what makes him a prized negotiator in the government's camp



Leon Wessels . He might survive a change in government

With an eye on the influence of the labour movement and the expectation of the pragmatism he will bring to political negotiations, Wessels has been relieved of his local government and housing portfolios

"It wasn't really possible to do justice to labour with the composition of the old portfolio. But constitutional negotiations and labour complement each other," he says

Wessels is one of President FW de Klerk's prized New Nats — a young, Stellenbosch University graduate, committed to reform and familiar with the popular lexicon, he is assured of the respect of the government's main negotiating adversary, the African National Congress and of Cosatu, the biggest player in the labour movement

The bargaining skills he has been forced to hone in monthly meetings with a broad spectrum of labour are likely to be useful in political negotiations

"Trade unions and the department spend hours in each other's company," he says, adding that the Manpower Department will not experience the same problems other ministries may have in "levelling the playing fields" under an interim government

Wessels has taken the department from one of the most contested and controversial to one of the most productive in the short time he's been in office

He wistfully remembers his second day on the job on June 2 this year

"I had my first meeting with the sub-committee of the National Manpower Commission (NMC) and there were 13 different points of view"

He suggested they "start a two-month honeymoon", at the end of which the department would publish a response to demands on the restructuring of the NMC

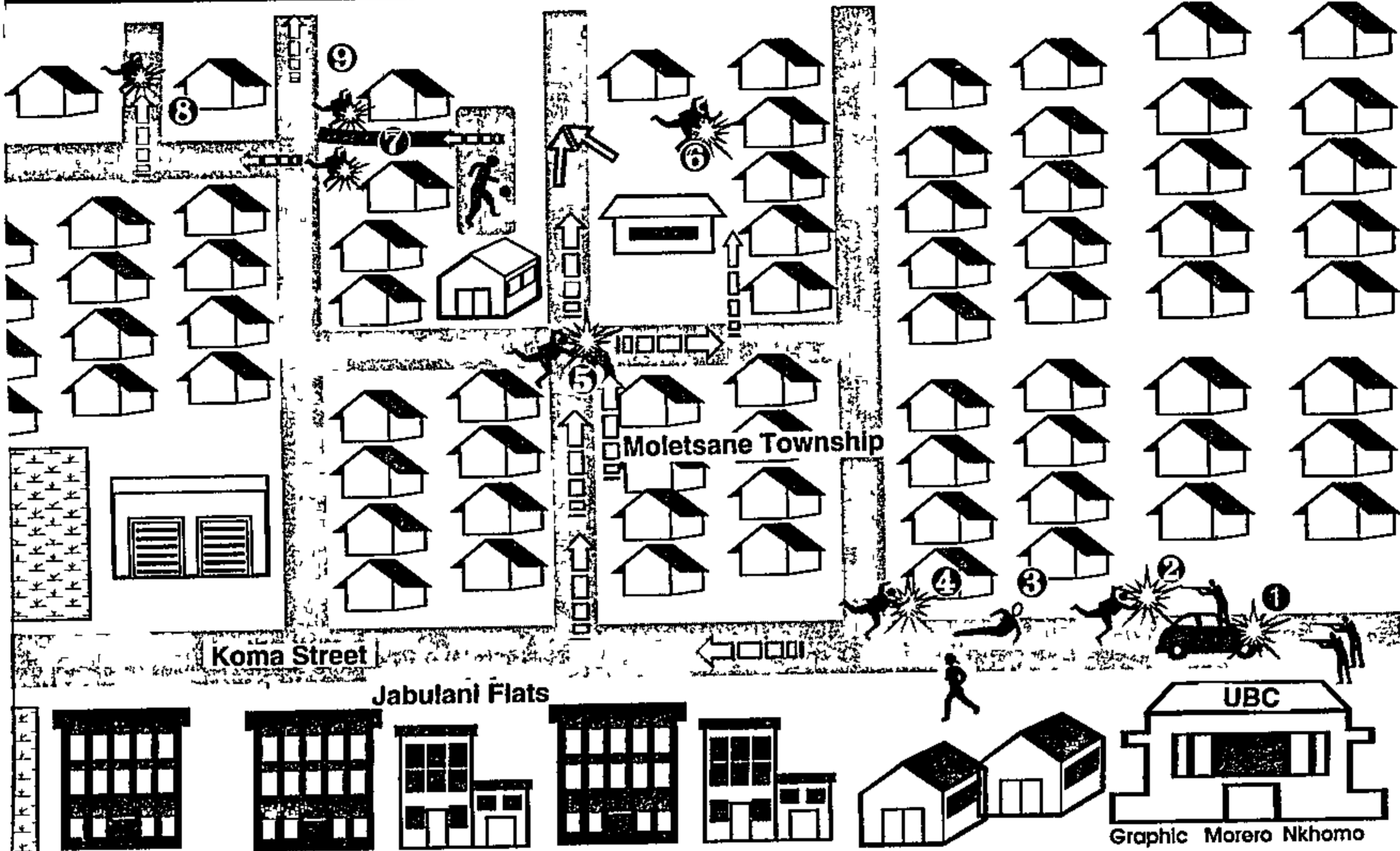
The process was successful and the new-look body will start work at the end of January

Then on his first day in parliament, he inherited the draft Bill for farmworkers legislation and its "absolutely inherited time frame" which dictated that the legislation had to be "piloted through parliament that same week

Instead, he offered regular meetings with the parties until consensus was achieved

All has not been plain sailing with Cosatu and the minister has shown he can give as good as he gets

How the six unknown gunmen went on a shooting spree



- 1 Six armed men alight from a white minibus. They open fire at a motor car. Two people die and a third is injured.
- 2 A youth who had been embracing his friend nearby is shot dead as he attempts to flee.
- 3 Mrs Alinah Schotsa (42) is shot and killed next to her house.
- 4 Vegetable stall owner Maria Mphahudi is shot dead next to her vegetable stall.
- 5 Mr M Mokhine (39) is shot dead next to the Sedibeng Shopping complex. A group of people splits into two.
- 6 Another man is shot dead.
- 7 The men regroup next to a field and shoot each other. Two men, Mr Gabriel Mphahlele Teme and Mr Joel Mogaadile, are shot dead.
- 8 Two of the men proceed to Ntsane Street where they shoot another man.
- 9 The minibus appears again and drives off.

The trail of death



Relatives keep vigil next to the body of a man who was shot and killed by unknown gunmen on Tuesday

Sowetan 18/6/92

Nine innocent people were mowed down in an unprovoked attack by unknown gun-wielding assailants in Moletsane, Soweto, on Tuesday night, the 16th anniversary of the June 16 1976 Soweto riots. Sowetan reporter KENOSI MODISANE retraces their path of death. This graphic account was gleaned from eyewitnesses.

THE six men alighted from a white Datsun E20 minibus at Koma Road at about 6pm and shot at an oncoming vehicle.

Two people in the car were killed and a third injured.

A young couple embracing each other disengaged on hearing the shots.

The young man was shot dead as he fled. His girlfriend managed to get away.

The men ran down the road and shot Mrs Alinah Schotsa (42) who was three houses away from her home. She survived.

The men who were still running down the street shot and killed 17 year old Maria Mphahudi. She was standing at her vegetable stall at the corner of Koma and Legwale roads. She is survived by her seven-month old daughter Karabo.

The men then turned into Rangwana Street.

Shop assistant Mr Marumo Mokhine (35) was shot in the head and chest near Sedibeng shopping complex at Mokoena Street. He died.

They then broke into two groups.

Two went up Mokoena Street around Mochochonono School. They shot another man dead. They proceeded down towards Rangwana Street.

By then the other four had run across a field where they met the two at a passage leading into Madiya Street.

Mr Gabriel Mphahlele Teme (44) was in their path and they shot him. He ran

into a nearby house, but was shot again as he tried to knock on the door. He died.

His friend, Mr Joel Mogaadile (54), was shot in the stomach in the next house as he also tried to flee. He also died.

The white Datsun E20 minibus appeared. Four of the men boarded it while others went towards Ntsane Street. They shot and killed another man in Ntsane Street.

These men then ran back to Madiya Street where the Datsun minibus waited. They boarded it.

It drove off.

She was standing at her vegetable stall at the corner of Koma and Legwale roads

Moi 'deserved' snub

MOST of the callers to the Sowetan/Radio Metro Talkback Show last night supported ANC president Mr Nelson Mandela's decision to snub Kenyan President Mr Daniel arap Moi during his recent visit to South Africa.

Bruce of Cape Town said Mandela was right to snub Moi because Kenya had like South Africa, a complete disregard for human rights.

Bhekis Mkhathshwa of Kaitshong said it was premature for African leaders to visit South Africa because they were giving the Government the respect it did not deserve.

For development purposes, there should be contact between African coun-

Sowetan 18/6/92

African leaders with internal were forging links with Government in the that the international munity would see. He also spoke local leaders visiting eign countries. David of Umlazi South Africa was the hope for poverty-African states. Prince of Daveyton the visit by foreign particularly African, play to give in that there was changes in the country said they should to isolate the Co. Thabo of Cape T. jected foreign visitors ing they boosted the ernment's image.

Today's talkback topic

A Bill to regulate the media during transitional elections is to be drawn up by the representatives of major parties in the Convention for a

ing and after the transitional riod

You can share your opinion

✱

23/12-29/12/92

140 P

Wessels broke off a crucial meeting with Cosatu, charging that the federation was "not bargaining in good faith", that it was "shifting the goalposts" and sending negotiators without mandates to meet him

His appropriation of the federation's tactics (and its talk) won its respect and it quickly issued a conciliatory statement, soon further negotiations yielded the November accord.

"I will not be the captive of anybody, be it the department, employer organisations or employee organisations. The best arguments should carry the day, not because of the institutions or personalities involved," he says

Wessels is enjoying the post and is invigorated by the "sharp thinkers" he meets. "They all have an acute awareness of the economy and the whole society"

Although Wessels is new to the labour field, having started his political career in the foreign affairs and law and order ministries, he has won the respect of labour players across the spectrum

It could mean that he will survive a change in government and be asked to remain minister of manpower — an appointment he would accept. graciously, no doubt.

THE YEAR THAT WAS

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140A

JANUARY

- Kgalema Motlante elected National Union of Mineworkers acting general secretary when many assumed the position would go to Marcel Golding.
- The Mine Workers' Union announces plans to form a white super-union.

FEBRUARY

- A spate of mine deaths prompt renewed union demands for the overhaul of health and safety systems.
- A strike ballot is taken at Volkswagen in Uitenhage over the company's productivity targets, but independent surveys prove they are fair.

MARCH

- The Congress of South African Trade Unions appoints its first gender coordinator, Dorothy Mokgalo.
- The three-month strike at Kentucky Fried Chicken ends.

APRIL

- Cosatu announces "rolling mass action" plans

MAY

- Community Growth Fund, the first union-owned unit trust, is launched.
- Cosatu and Nactu joint May Day rallies.

JUNE

- A wage strike at the SABC starts.
- Workers Summit cancelled.
- Hospital strikes start.

JULY

- NUM and Anglo American sign Code of Conduct on Anglo mines.

AUGUST

- Cosatu pulls off SA's biggest-ever stayaway.

SEPTEMBER

- Hospital strikes end.

OCTOBER

- The four-month wage dispute in the metal industry ends.

NOVEMBER

- The National Economic Forum is launched after a series of fits and starts.
- The government and Cosatu sign a far-reaching labour accord.

23/12 - 29/12/92



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29/12/92

WHO'S UP

14011

Both **JAY NAIDOOS** — Cosatu's curly-haired general secretary is an enduring mover but the more plump Jayandra Naidoo will make waves at the National Economic Forum.

CHARLES NUPEN of the Independent Mediation Services of South Africa

Keeping the gender torch burning will be **FIONA DOVE**, the editor of the new union journal, *The Shopsteward*, **TASNEEM ESSOP**, Cosatu's only woman education officer and **DOROTHY MOKGALO**, the federation's gender co-ordinator.

New Age bosses like **BOBBY GODSELL**, the youthful president of the Chamber of Mines, and the Premier Group's **PETER WRIGHTON**.

Government officials like **FRANS BARKER**, the head of the National Manpower Commission.

WHO'S DOWN

PHILLIP DEXTER and **NEAL THOBOJANI** of the National Health and Allied Workers' Union took a blow this year during the hospital strikes. So did **BERNIE FANAROFF** and the rest of the leadership of the National Union of Metalworkers of South Africa when the metal industry strike was crushed

LOST TO LABOUR

MOSES MAYEKISO, Numsa's general secretary, who will increasingly move to civic affairs while **PAPI KGANARE**, general secretary of the South African Commercial, Catering and Allied Workers' Union, is likely to take up a job at the ANC

The National Union of Mineworkers lost its health and safety officer **MAY HERMANUS** to research and **MANOCO NCHWE** to Genmin

The labour movement, still recovering from the loss of **DUNCAN INNES** to the business world, was also shaken by the appointment of stalwart sociologist **MIKE ROUSSOS** to TransNatal colliery.

Cosatu gives backing to exemptions

S (Times) B 455
 COSATU has joined hands with business to endorse proposals which will allow small businesses to apply for exemption from industrial council regulations.

The move is seen as a major concession to small businesses by Cosatu and reflects the organisation's concern over declining employment and the impact of regulations on small enterprises.

The cost of complying with industrial council agreements is cited as a major reason for manufacturing industries' inability to create new jobs.

Under existing law, businesses may apply to the Minister of Manpower for exemption from industrial council agreements, a procedure which is both time-consuming and bureaucratic.

The proposed law would allow industrial councils to grant exemptions to small businesses and simplify the procedure for application. The proposal was drafted by the National Manpower Commission (NMC), which included representatives of labour and business.

The proposed law stopped short of granting small busi-

nesses a blanket exemption from industrial council agreements, but the NMC suggests that a clause be inserted in all industrial council agreements which would allow businesses to establish levels of remuneration and conditions of employment which do not restrict "entrepreneurial initiative and employment opportunities".

Only "micro businesses" — defined as those employing fewer than five people with a turnover of less than R250 000 — are to be granted exemption. The draft law proposes amendments to the Labour Relations Act, Unemployment Insurance, Machinery and Occupational Safety and Workmen's Compensation Acts to make compliance easier without exempting small businesses.

Benefits

According to Frans Barker, chairman of the NMC, the number of industrial councils declined from 104 in 1981 to 91 in 1990, while the number of employees covered by industrial council agreements declined from 1,27-million in 1981 to 800 000 in 1990.

Industrial councils regulate conditions of employment, minimum wages and other employee benefits while providing mechanisms for resolving disputes. They have been criticised for lack of flexibility and the inability of members to apply for exemption on economic grounds.

Companies such as Iscor, Alusaf, Highveld Steel and Usko are exempted from the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries, whereas micro-businesses are not.

"If large businesses are exempted from these agreements then I would like to know why small and medium-sized businesses have not been given the same right," says Jan van Rensburg, general manager, legal and administrative services, at the Small Business Development Corporation.

An Iscor spokesman says all exempted companies have their own house agreements.

"On balance, however, you will find that the conditions of employment enjoyed by employees of exempted companies compare with those covered by the industrial council agreements."

27/12/92
 By CIARAN RYAN

Cosatu threatens mass action if taxes go up

Political Staff

(140 A)

STAR 29/12/92

Labour unions would embark on a renewed programme of mass action if the Government increased taxes in its 1993 Budget, Congress of South African Trade Unions (Cosatu) president John Gomo said.

Speaking yesterday at the 27th annual Labour Party conference in Port Elizabeth, he said Cosatu would not tolerate the Government "manipulating and misusing" taxes and said Finance Minister Derek Keyes had indicated that he was likely to announce tax increases in his 1993 Budget speech. Political freedom had to be fought for, and mass action was an important part of that struggle, Gomo said.

Giving the opening address, Labour Party leader Reverend Allan Hendrickse called for the formation of a government of "national salvation" to rescue South Africa from economic and political ruin.

It was "nonsense" to talk of a government of national unity, because the division that was the legacy of apartheid would haunt the country for generations to come, he said. "A government of national unity suggests we are unified when we cannot be at this stage in our history."

Such a government was the only hope of dragging South Africa back from the abyss of civil war, he said.

Hendrickse warned that no minority government had ever handed over power willingly and the National Party was unlikely to be the first to do so. "Today I want to warn President de Klerk that if they are planning by devious means to cling to power and perpetuate apartheid, the future of this country will be too ghastly to contemplate," he said.

He urged the Labour Party to reject any alliance with the National Party because of the latter's history of apartheid. The National Party had reneged on the Declaration of Intent adopted by Codesa and had

brought about the collapse of Codesa 2 because of its intransigence, he said.

"The explosive situation that was created came from Government and their direct or indirect involvement in the State security forces and the SA Police in fomenting violence."

Hendrickse said no amount of internal investigations would resolve the problem. He sharply criticised the media, particularly the SABC, for subjecting his party to "the most pernicious misinformation and disinformation."

He called for an international commission to supervise elections for an interim government and the role of the media in order to ensure that elections were free and fair.

THE NUM will from now on concentrate on the "politics of production" and wants to play a central role in the restructuring and the running of the mining industry, says NUM assistant general secretary Marcel Golding.

Golding says the NUM's first decade (the union is 10 years old this month) has been characterised by "politics of recognition", whereby the NUM had to use its organised power base to challenge management prerogative.

In this period, during which the NUM secured basic rights for miners (including "some inroads" in health and safety and housing), negotiated on wages and conditions and expanded its capacity to operate, its essen-

NUM shifts to 'politics of production'

29/12/92
B 10A7

tial achievement was to restore the dignity of mine workers
"Migrant workers are today a force to be respected and recognised. We have shown it is possible to organise people across language and racial lines. But we still have to address the social wage (non-wage) issues properly," says Golding.

The NUM does not believe the "necessary downscaling" of the mining industry in the next few years should be left to market forces alone. As a core industry, which is a major employer, foreign exchange earner and market for a number of major

DIRK HARTFORD

local industries, the industry should receive "targeted assistance" linked to a programme of transition from a resource-based to a manufacturing economy, Golding says.

The union wants a "social plan" for downscaling the industry within a specific time frame of three to five years. And Golding says its biggest worry is that both employers and the government do not seem to have

140A

such a vision.
Chamber of Mines president Bob Godsell believes management and the unions are at the beginning of a phase of searching jointly for an "appropriate labour relations strategy" for the industry and society.

He says the unions have discarded the old "class struggle role models" and are now looking at "developmental labour relations".
Godsell believes management and the unions are trying to tackle the difficult task of developing a medium- to long-term vision for the industry.

He says a degree of devolution of decision-making on the mines is highly desirable. He cites a recently established joint regional development task group in Welkom where the retraining of retrenched workers and the diversification of the economies of Free State mining towns is being discussed.

He has problems with the notion of government subsidies to assist this process but says there is no uniform industry view on the issue.

Institutions such as local governments and regional services councils could play a role in economic initiatives and restructuring as part of a downscaling programme instead of direct government subsidisation, Godsell says.

REVIEW

Transition not just one glorious march to uhuru

140A

010M 29/12/92

THE International Labour Organisation maxim "poverty anywhere constitutes a danger to prosperity everywhere" does not feature in Cosatu's slogans. But it underlies the pragmatism of the long-term vision Cosatu has developed, and laid the basis for, this year.

Cosatu general secretary Jay Naidoo says the federation's expectations of what a post-apartheid SA will deliver are more realistic now than in the past. The transition process is not one glorious march to uhuru, but a process of dealing realistically with the fears and expectations of the many forces at play — both now and in a post-apartheid SA. The bottom line for Cosatu, he says, is to deliver to its members — or face losing their loyalty.

Naidoo believes the choices facing the workers' movement are stark. Either trade unions can continue to respond in a defensive, but combative mode, to issues like retrenchments, wage cuts, deregulation and export processing zones. Or labour can act strategically and decisively, constructively and creatively addressing the problems of poverty and unemployment which lie at the heart of SA's crisis.

Naidoo says "We would be living in a fool's paradise if we believed the effects of 45 years of apartheid could be legislated out of existence by a new government. We are in a period where there will have to be significant concessions and trade-offs by the major economic and political players — including ourselves — to reach our goals."



□ NAIDOO

He believes, in the face of the world recession, there is no alternative for trade unions in SA and internationally but to engage "the other

players" in a way which will have a positive effect on the lives of ordinary people.

"There are obviously dangers — we end up giving and not receiving, or the leadership becomes co-opted and bureaucratized. But we cannot just react, campaign and sloganise forever. We will avoid the dangers if we involve our members fully in all the issues we confront."

He says Cosatu saw its task this year as:

- Establishing institutional frameworks and legislation to extend trade union power on political and socioeconomic issues. Naidoo says the "absolute commitment" of government to restructure the National Manpower Commission and National Training Boards, to negotiate the recommendations of the ILO commission to SA and to extend basic rights to farm, domestic and public sector workers is evidence of success in this area.

- Creating a political situation which would allow for democratisation at an economic level. Naidoo says the mass action in August unlocked the political process by compelling government to "cross the Rubicon" and genuinely negotiate with the ANC — as opposed to cobbling together alternative alliances.

- Putting in place programmes to create jobs and meet the basic needs of the poor. Naidoo says the launch of the national economic forum and other "labour market institutions" has firmly established the role of trade unions in the economy. These allow democratic decision-making on economic issues — one result of which has been Cosatu's success in halting unilateral restructuring of the economy; and
- Developing the content and process of decision-making in Cosatu. Naidoo says Cosatu "took a hammering" on the collective bargaining front this year with all major strikes being lost and an overall real decline in wages for its members. Membership increase was offset by retrenchments and dismissals — leaving Cosatu membership growth stagnant against last year. However, he says without Cosatu the situation would have been far worse for workers and the federation was still a bulwark against the erosion of basic rights and minimum standards.

Next year Cosatu sees its primary tasks as consolidating its organisation and organising workers in the farm, domestic and public sectors. It will also strive for broad-based unity with all unions in SA — including the traditionally conservative white unions and staff associations.

It will seek — with its allies — to establish a "reconstruction pact" with the ANC as a basis for support-

ing it in the election next year. And it will focus on developing its capacity — through improved education and training of its members — in the various negotiating forums in which it is participating. These include the national economic forum, regional economic forums and industrial restructuring committees.

The national economic forum, argues Naidoo, must develop a coherent strategy for economic growth which will be able to deliver better health, housing and education and training for the poor. Cosatu, together with all reasonable people, wants these things to ensure a stable, violence-free SA.

It is committed to negotiating policies to achieve these basic rights — but still reserves the right to strike if negotiations are conducted in bad faith or if they fail.

Cosatu's direction in these negotiations will be strongly influenced by initiatives already undertaken by its major affiliates — the NUM, the SA Textile and Clothing Workers' Union and Numsa, which has just begun negotiations on the future of the auto-manufacturing industry.

Naidoo says that it took a lot of courage for the leaders of these unions to get involved in negotiating new frameworks for these industries. "And we will need to be as creative and courageous in tackling the macroeconomic problems SA faces if we are to turn the situation around," he says.

No progress made on farm workers rights

1401A

Sowetan 8/10/92

■ Cosatu to have another meeting with Manpower Minister:

By Joe Mdhlela

THE Congress of South African Trade Unions (Cosatu) is to have another meeting with Manpower Minister Leon Wessels on November 5 on legislation affecting farm workers

Cosatu this week said last week's meeting between the two parties yielded "no positive results"

"Virtually no progress was made in areas of legislation on farm and domestic workers and in giving effect to the recommendations of the International

Labour Organisation (ILO) fact-finding and conciliation commission," Cosatu said in a statement.

Parliament had passed laws on the basic conditions of employment of farm workers and the extension of the Unemployment Insurance Act to cover them, but the laws had not been promulgated, said the statement

The department had still not drafted and published Bills on the extension of the Labour Relations and Wage Acts. This was nearly a year since the previous National Manpower Commission

(NMC) made its recommendations

The statement said the reason for the delay was the lack of political will within Government circles to create an internationally acceptable dispensation for farm workers

Cosatu had registered its objection to the Government's breach of the Labora Minute in failing to consult with the federation on the extension of basic rights for the public sector

The federation hoped the next meeting would see a resolution to these problems

Numsa strike lost nearly R1bn

PRODUCTION losses during the four-week strike action in August by nearly 80 000 members of the National Union of Metalworkers of SA (Numsa) amounted to nearly R1bn, the Steel Industries Federation of SA (Seifsa) said. 8/10/92

Its latest Seifsa News publication said although no complete shutdowns had been reported, it was estimated the industry had lost one fifth of its production capacity over the four weeks. This amounted to production losses of R880m.

Seifsa claimed Numsa's orchestration of the strike action had been unwise considering the industry was in a recession.

The industry was shedding between 2 500 and 3 000 jobs a month, business closures were on the increase and investor confidence was at its lowest. Union members lost R110m in wages during the strike.

At least 1 500 workers had been dismissed during the strike and it was expected many more would be laid off as a result

140A
EDWARD WEST

of lost business caused by the strike.

Some companies had managed to maintain and even improve production during the strike, with fewer workers. Indications were that management would review productivity standards with the possibility that manning levels would change.

The successful court interdict against the Numsa strike had established some important collective bargaining principles, Seifsa said. 6/10/92

Seifsa and its employer organisations were able to institute legal proceedings and seek court interdicts against trade unions on behalf of their members.

Employer organisations also had the right to know the outcome of the union strike ballot. Seifsa said this meant the "principles of industrial democracy" had been entrenched by the court.

Sasol to hold talks with unions

By Day DIRK HARTFORD 8/10/92

SASOL has called an urgent meeting with all unions organising its employees to "discuss its long-term business vision" following a demonstration by 500 Chemical Workers' Industrial Union (CWIU) members outside its Rosebank head office this week.

Sasol said before discussions on its future take place, an agreed structure for talks would have to be negotiated between the parties.

Meanwhile Sasol has said it will not accede to CWIU demands to freeze retrenchments.

The company had retrenched 1 600 people on a voluntary basis, with an additional 141 compulsory retrenchments. Sasol wanted a further 900 voluntary retrenchments.

Sasol had advised CWIU to proceed with its dispute over the retrenchments as it believed it had consulted sufficiently on the issue.

The union has demanded Sasol halt unilateral restructuring, which it claims is leading to job losses, and "open negotiations in good faith" on all issues affecting employees.

Cosatu tax revolt could be called off

(140A)

DIRK HARTFORD

COSATU is poised to suspend its anti-PAYE campaign. This could open the door to getting the stalled national economic forum back on track. *AB/DM*

Cosatu said it would consider at its central executive committee meeting next week whether to suspend the campaign in the light of political developments.

Union and ANC sources say it is certain to drop the planned boycott as a result of recent agreements between the ANC and government.

9/10/92

The anti-tax campaign was the major reason government refused to go ahead with the forum's formal launch last month.

Finance Minister Derek Keys said government would not take part while parties to the forum supported illegal actions.

Employer organisation Saccoia was also reluctant to be involved with the forum while Cosatu promoted a tax boycott.

Cosatu's Jay Naidoo told the Blueprint for Prosperity conference yesterday that although Keys promised a consultative approach, "it is not clear whether he can overcome the constraints of government mindset" to avoid government unilaterally deciding on economic issues. The key to unlocking the economy from its downward spiral was effective government participation in socio-economic forums.

Cosatu sees such forums developing into democratic institutions dealing with key issues.

● See Page 2

1325
1287

38

LABOUR

Weekly Mail Reporter

THE Congress of South African Trade Unions is reviving its campaign against Value-Added Tax amid signs that its PAYE boycott is getting off to a slow start

Coinciding with a government announcement of VAT revenue collection, Cosatu's *Asinamali* (We have no money) campaign kicks off on Tuesday with pickets and marches to Receiver of Revenue offices. The federation wants food, medicines, medical services, electricity and water to be zero-rated and that the government negotiate poverty relief measures.

Cosatu revives anti-VAT campaign

(1404)

1992

1992

This campaign is premised on the federation's contention that the year-old consumer tax has been an outright failure, with revenue expected to fall R5-billion short of target. It also says the exemption of capital goods has not led to a surge in capital expenditure and points to the failure of the government's poverty relief programme, where half the allocation has not been distributed.

Asinamali also coincides with the delay in launching the National Eco-

nomics Forum, at which Cosatu had planned to table its demands on VAT and food prices.

Pumping fuel into Cosatu's campaign is a Labour Research Service report claiming to have nailed the culprits behind the food price surge. Published in the latest issue of *Bar-gaining Monitor*, the report blames some the country's biggest meat producers, Imperial Cold Storage and Foodcorp's Kanthym. It points to their increased profits margins during a

recession as proof that these companies are "hiding behind VAT" to increase profits.

There are signs of government uncertainty on VAT. While Finance Minister Derek Keys has said zero-rating will be considered next year, his deputy, Theo Alant, recently contradicted him, saying no such zero-rating was on the cards.

Explaining this, Alant's spokesman, Martus Marais, said Alant was not in the cabinet and was therefore not in a position to speak authoritatively on the subject. The question of zero-rating, he said, awaited a cabinet decision some time in November.

"We are still waiting for figures on the September year-on-year inflation rate and only then will we know whether to zero-rate anything or to raise the rate," Marais said.

A government announcement on VAT revenue is due next week.

Cosatu's other campaign, over PAYE, is however getting off to a slow start. The grassroots mobilisation the federation threatened a few weeks ago has yet to materialise.

9/10 - 15/10/92

NMC bogged down on farms

LABOUR'S return to the National Manpower Commission (NMC) may be further delayed by what the Congress of South African Trade Unions regards as foot-dragging on key legislation by the government.

At talks with Manpower Minister Leon West last week, Cosatu voiced concern over lack of progress in the promulgation of the extension of Basic Conditions of Employment and Unemployment Insurance Acts to farmworkers — despite their enactment by parliament earlier this year.

Furthermore, government has yet to draft and publish Bills on the extension of the Labour Relations and Wage Acts to farmworkers, one year after the NMC recommended this. No move has yet been made on the question of extending all these Acts to domestic workers, or to promulgating legislation for public service workers. Cosatu charges.

The federation will meet West again at the beginning of November for a report-back from the minister on these questions.


Meanwhile, the South African Agricultural Union (SAAU) has made its own representations to West regarding labour legislation after talks with Cosatu broke down.

While Cosatu insists the LRA should be extended to farmworkers, SAAU wants separate legislation for the sector. 9/10 - 15/10/92

Cosatu petrol protest

CT 10/10/92
DURBAN. — Cosatu, the country's largest trade union federation, has announced plans to embark on a campaign against the petrol price increase, starting on Tuesday next week.

● The 7c price rise, due to take effect at midnight last night, was also condemned by the Pan Africanist Congress.

(140A) 
In a statement yesterday afternoon the PAC's secretary for labour, Mr Lesaoana Makhanda, asked for a subsidy. The taxi industry had indicated it

would increase its fares, leaving the commuter with trains — which he described as “moving explosives” — as the only alternative.

● The ANC said the price rise would lead to a chain reaction ending in higher food prices.

It added that just as the price of diesel remained unchanged, so should paraffin — up by three cents a litre — have been exempted as it was an important source of fuel for the poor. — Own Correspondent, and Sapa

Chamber and NUM go on historic tour

A TOP-level Chamber of Mines-NUM delegation is to leave for Germany tonight for a joint study tour of that country's coal mining industry. *B1004*

The tour, described by both sides as historic, has been arranged by German mineowners and the country's mining union. A chamber spokesman said the visit followed the mining summit which committed management and labour to a co-operative approach in solving the industry's problems. *.. 12/10/92.*

The group includes chamber president Bobby Godsell, industrial relations adviser Adrian du Plessis, colliery committee chairman John Hopwood, NUM president

ALAN FINE *(270)*

James Motlatsi, assistant general secretary Marcel Golding and union spokesman Jerry Majatladi. *(75) (21) (140A)*

The group is to study Germany's coal-mining industry and the way it has adjusted to changing circumstances. *(215)*

Golding said the group would be looking at ways of protecting jobs as far as possible, such as by retraining workers. It would also examine an industrial relations system which allowed workers meaningful participation in decision-making without undermining the industry.

Wage agreement in engineering sector

ALAN FINE

~~AF~~ AFTER seven months of negotiations, including a four-week strike by 80 000 Numsa members, employers and unions in the engineering industry reached agreement yesterday on wages and working conditions for 1992/3 ~~Blom~~ 4/10/92

A Seifsa statement said the agreement, effective from July 1, provided for a 9.1% wage increase for 320 000 employees. (UOA)

For the first time, the increase will apply to actual, as opposed to scheduled, minimum wages. In return, the unions have agreed to a clause that will bar them from compelling employers to negotiate additional increases at plant level.

Another unusual feature is an undertaking by parties to the industrial council to give sympathetic consideration to applications from companies in certain economically depressed regions for permission to pay less onerous increases. (UOA)

Free State and northern Cape employers dependent on the mining industry may apply for an exemption allowing them to implement the increase from January 1. Natal employers may apply to pay only a 7.3% increase.

A previous arrangement whereby Border employers could pay 5% less than the scheduled rate to people employed from July 1 1991 remains in force. The agreement also offers improved severance pay and subsistence allowances.

Sapa reports Numsa spokesman Les

□ To Page 2

Engineering

~~Blom~~ 4/10/92
Kettledas said it was not an agreement members could be jubilant about.

It is understood Numsa withdrew a request for a clause committing Seifsa to recommend reinstatement of 3 000 workers dismissed during the August strike.

The union is attempting to pursue the issue through official channels. A request that the matter be dealt with as a single dispute was turned down by employers.

Confederation of Metal and Building Unions director Ben Nicholson, who repre-

sents six artisan unions, said certain unions had dragged out discussions by their "unwillingness to accept the realities".

"We could have saved those 3 000 jobs. Although we are accused of not being militant enough, the outcome shows that militancy does not always pay," he said.

□ Numsa announced it planned a march on Anglo American headquarters tomorrow to protest against the dismissal of 600 Boart employees during the strike.

From Page 1

Cosatu says FW looked ⁽¹⁴⁰⁷⁾ like PW

Political Staff ..

PRESIDENT FW de Klerk's 'disastrous' performance in Parliament on Monday created the impression that "Groot Krokodil" — ex-President PW Botha — had made a comeback, the Congress of South African Trade Unions (Cosatu) said.

"Mr De Klerk's finger-wagging bluster was completely inappropriate, given the delicate negotiation process.

"It is the intransigence of his government, and its surrogates, who are clinging to power, which is raising the level of tension and conflict in our country."

The ANC said rather than seizing the opportunity to point the country out of the crisis, Mr De Klerk had used it to rehash the well-known positions of the NP.

Sapa reports that Transkei military leader Major-General Bantu Holomisa objected yesterday to a warning by Mr De Klerk that the government would clamp down on the military wings of the ANC and the PAC. — Sapa

NOTICE 907 OF 1992

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 South African Clothing and Textile 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 Clothing and Textile Workers' Union

Date on which application was lodged: 3 April 1992

Interests and area in respect of which application is made: All persons employed in the Canvas and Ropeworking Industry in the Magisterial Districts of Germiston, Johannesburg, Pretoria and Roodepoort.

For the purposes hereof "Canvas and Ropeworking Industry" means the industry in which employers and their employees are associated for—

- (a) the making up of goods or articles mainly from any or some of the following:
- (i) Canvas made from cotton, flax, jute, hemp or any similar decorticated vegetable fibres or acrylic fibres or mixtures thereof;
 - (ii) rope made from manilla, sisal, cotton, hemp, coir or any similar decorticated vegetable fibres or acrylic fibres or mixtures thereof;

and includes the manufacture of articles from hessian, bunting, calico, webbing or any similar material, whether unproofed or proofed or otherwise treated: Provided that the production thereof is incidental to the activities referred to in subparagraphs (i) and (ii) above, and shall include the manufacture of articles from a plastic fabric where such articles form part and are manufactured by employers engaged in the manufacture of the articles referred to in subparagraphs (i) and (ii) above,

- (b) the repair, renovation and alteration of goods or articles made from the materials referred to in paragraph (a);
- (c) the making of wooden and/or metal frames, components and/or accessories to goods or articles made from materials referred to in paragraph (a);

KENNISGEWING 907 VAN 1992

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 Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Clothing and Textile Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Clothing and Textile Workers, Union.

Datum waarop aansoek ingedien is: 3 April 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Seildoek- en Touwerknywerheid in die landdrostdistrikte Germiston, Johannesburg, Pretoria en Roodepoort.

Vir die doeleindes hiervan beteken "Seildoek- en Touwerknywerheid" die nywerheid waarn werkgewers en hul werknemers met mekaar geassosieer is vir—

- (a) die opmaak van goedere of artikels hoofsaaklik van enige of sommige van die volgende:
- (i) Seildoek gemaak van katoen, vlas, jute, hennep of enige soortgelyke ontskorste plantvesels of aknelvesels of mengsels daarvan;
 - (ii) tou gemaak van manilla, sisal, katoen, hennep, klapperhaar of enige soortgelyke ontskortste plantvesels of aknelvesels of mengsels daarvan;

en omvat dit die vervaardiging van artikels van going, vlagdoek, kaliko, webband of enige soortgelyke materiaal, hetsy dig of bestand gemaak al dan nie of anders behandel. Met dien verstande dat die produksie daarvan gepaard gaan met die werksaamhede bedoel in subparagrafe (i) en (ii) hierbo, en dit die vervaardiging omvat van artikels van 'n plastiekstof waar sodanige artikels deel uitmaak en vervaardig word deur werkgewers betrokke by die vervaardiging van die artikels bedoel in subparagrafe (i) en (ii) hierbo,

- (b) die herstel, opknapping en verstelling van goedere of artikels gemaak van die materiale in paragraaf (a) bedoel;
- (c) die maak van hout- en/of metaalrame, -komponente en/of -bybehore vir goedere of artikels gemaak van materiale in paragraaf (a) bedoel;

LABOUR BRIEFS

W/Mail 16/10 - 22/10/92

Anglo angst (52) (140H) (127)

MEMBERS of the National Union of Metalworkers of South Africa (Numsa) marched on the headquarters of Anglo American and the Steel and Engineering Industries Federation of South Africa on Thursday to protest against the dismissal of striking workers at Boart International, an Anglo subsidiary.

355

31
893

826
9380

Most unions hit by recession

Lost jobs cut into Cosatu's membership

B/DAM 19/10/92

DIRK HARTFORD

COSATU — until recently the fastest growing trade union federation in the world — could be experiencing an overall decline in membership as a result of massive retrenchments

Cosatu spokesman Neil Coleman said the overall rate of growth of Cosatu had definitely slowed down due to retrenchments arising out of the recession.

But he said the overall growth trajectory was upward as the federation was making gains in previously unorganised areas. He cited the public sector and the agricultural sector as two areas where Cosatu was making inroads

But sources in Cosatu affiliates said that, although there were new growth areas, the impact of retrenchments on Cosatu had

been "massive" and there was a real fear that the federation was currently in a "negative growth phase"

Cosatu's major affiliates — the NUM, Numsa and the SA Clothing and Textile Workers Union (Sactwu), which collectively represent more than half of Cosatu's total membership — have all suffered heavily from retrenchments

Both the NUM and Numsa have also made significant gains in new areas. The NUM has picked up tens of thousands of members in platinum mines in the past year and Numsa has recently gained "thousands" of members in the motor industry — where it recently balloted for strike action

And Sactwu, which has organised about 90% of the hard-hit clothing and textile industry, has made gains in the leather industry

Nevertheless, an estimated 35 000 workers in the steel and engineering industry will be retrenched this year, the same number as were retrenched last year

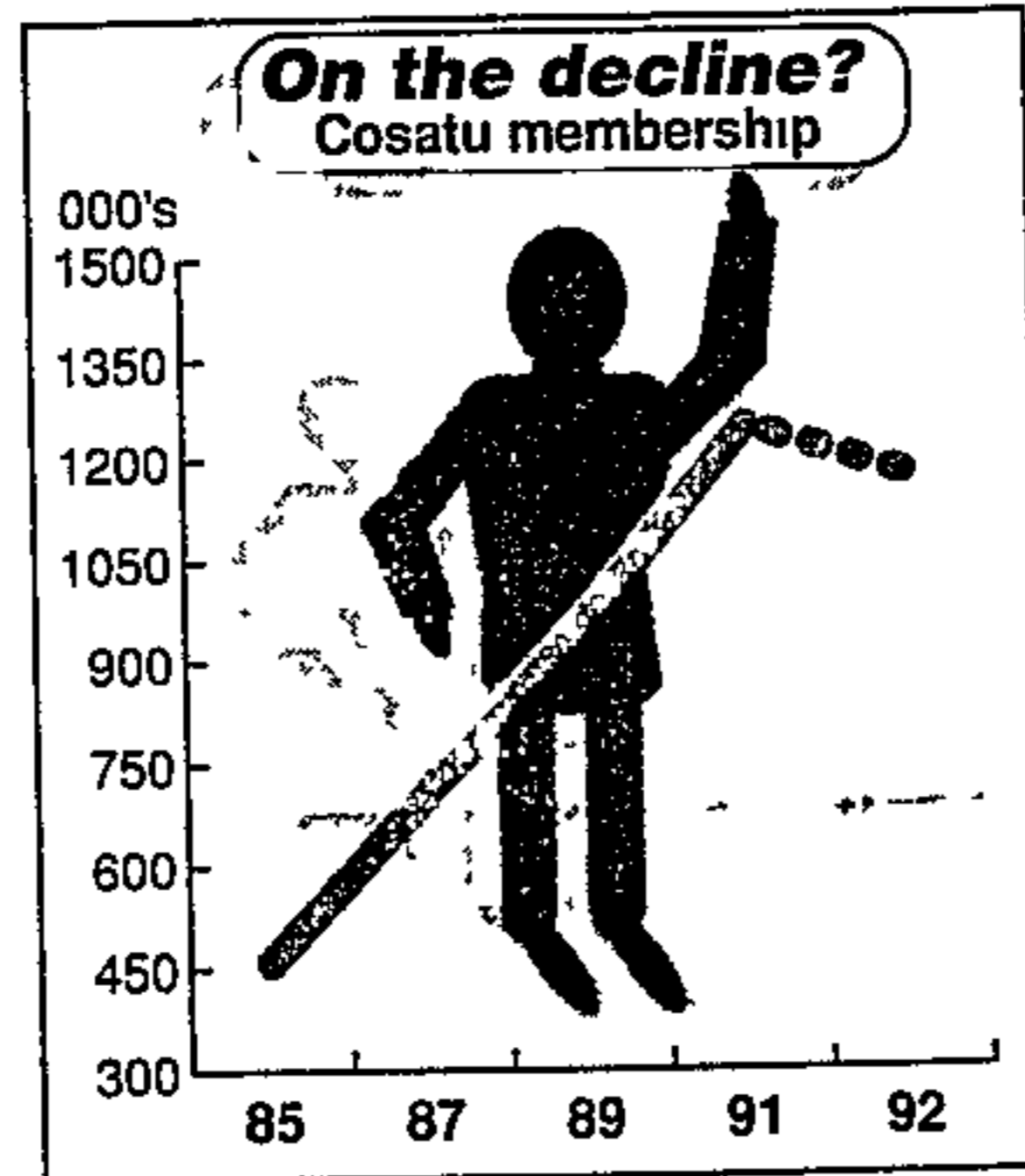
And at least 20 000 workers will have been retrenched in the mining industry by the end of the year

In the clothing and textile industry, about 20 000 workers are also expected to have been retrenched by the year-end

In all these sectors, the forecasts are of even more retrenchments.

The situation is not much better in the building, retail, food, pulp and paper and service sectors. Cosatu unions organising

□ To Page 2



Cosatu

in these sectors have all been adversely affected by retrenchments

In addition, many Cosatu affiliates have faced mass dismissals due to strike action. And they have not always been successful in winning those jobs back

Ironically, Cosatu's fastest growing union is the National Education, Health and Allied Workers Union which picked up thousands of members during the recent hospital workers' strike. The union has reportedly doubled its membership to 80 000 members since the strike

However, the bottom line is that no one — not even Cosatu and its affiliates — knows exactly how many members of Cosatu affiliates there are

Cosatu affiliate membership tends to be inflated close to Cosatu congress time as this could boost the number of votes an affiliate gets. The last biennial congress was held in July 1991. It tends to be deflated in between congresses as this would decrease the affiliation fee each union has to pay to Cosatu

In addition, dismissals and retrenchments confuse the figures because these are not always accepted by Cosatu unions and they will regard these workers as members for as long as the union is still trying to get their jobs back.

Also, the federation is still implementing a huge computer-based system to cope with the enormous demand on its resources from Cosatu's rapid growth between 1985 and 1991

At Cosatu's launch in December 1985 it had 462 359 paid up members in 33 affiliates. By 1987 it had 712 213 members and in 1989 it had 959 263 members in 14 affiliates.

At its Congress last year, Cosatu claimed 1.26-million members. The Manpower Department said Cosatu had 1.2-million members in 1991, representing 11% of the economically active population.

In a period when union growth in the western world was declining rapidly, Cosatu's growth stood out. Only Brazil, South Korea, Namibia and the Philippines showed any similar trend.

□ From Page 1

6 Cape Times, Monday, October 19 1992

Retrenching hits Cosatu

140A CT 19/10/92

Own Correspondent

JOHANNESBURG — Cosatu, until recently the fastest-growing trade union federation in the world, could face a decline in membership as a result of massive retrenchments.

Cosatu spokesman Mr Neil Coleman said the overall rate of growth of Cosatu had slowed down owing to retrenchments arising out of the recession

But he said the overall growth trajectory was upward as the federation was continually making new gains in previously unorganised areas. He cited the public sector and the agricultural sector

Sources in Cosatu affiliates,

however, said that, although there were new growth areas, the impact of retrenchments on Cosatu had been "massive" and there was a real fear that the federation was now in a "negative growth phase"

An estimated 35 000 workers in the steel and engineering industry will be retrenched this year. This is the same number as were retrenched last year

And at least 20 000 workers will have been retrenched in the mining industry by the end of the year

In the clothing and textile industry about 20 000 workers are also expected to have been retrenched by the year end

In all these sectors the fore-

casts are of even more retrenchments

The SA Reserve Bank estimates that almost 160 000 people have lost their jobs since the beginning of the downswing in the economy

A recently published survey said it seemed likely that retrenchments would continue in the near future, with one-third of the participating companies likely to retrench within the next six months to a year

Black unemployment reached a level of 24,5% last year, white 4% and coloured and Indian 16,6% and 12,8% respectively. Of the nearly two million jobless, 1 612 000 are black, 202 000 coloured, 83 000 white and 43 000 Indian



Cosatu postpones and offers to drop anti-PAYE campaign

B/D/92 20/10/92 (140A)

DIRK HARTFORD

COSATU has postponed its anti-PAYE campaign and will drop it altogether if government "practically implements agreements to submit itself to the democratic process"

The campaign was due to begin next month.

The trade federation has also decided to conditionally re-enter the restructured National Manpower Commission (NMC)

But it will continue with rolling mass action through campaigns focusing on

- Full worker rights for farm, domestic, public sector and homeland workers, including the right to strike,
- Free political activity in the homelands and the democratisation of the SABC,

High food prices, removal of VAT on basic foods and opposition to an increase in VAT;

Action against retrenchments and violence.

Cosatu will meet Manpower Minister Leon Wesels early in November and he will "be expected to give a satisfactory response on outstanding issues"

Cosatu feels government has taken a political decision to block its attempts to negotiate agreements on the labour market and economic forum

The fact that agreements reached on rights for farm and domestic workers have not yet been implemented has angered Cosatu. The federation has also been angered by government's "unilateral attempts" to implement new legislation for public sector workers.

Cosatu's decisions, made at the weekend by its central executive committee, must be seen in the context of its strategic perspective of the "shifting challenges facing the trade union

movement during the transition to democracy"

The postponing of the anti-PAYE campaign, for example, has been linked to the record of understanding between government and the ANC. But it also removes government's major obstacle to supporting the formation of the national economic forum.

Sources said government was not keen on a formally structured forum with its plenary sessions and statements of intent. Government would prefer a looser and more informal forum for economic discussion.

Cosatu will not accept this and wants the forums it participates in to have the power to deliver.

It is adopting a carrot-and-stick approach, reserving the right to take action, while trying to engage in negotiated solutions.

The federation has also announced that a number of new unions had been affiliated to Cosatu conditionally on the understanding they merged with existing Cosatu unions in the same sector.

140A

Wessels breaks with Cosatu

~~140~~
ARG # 21/10/92

The Argus Correspondent

JOHANNESBURG — The Minister of Manpower, Mr Leon Wessels, angered by what he called Cosatu's confrontational attitude and lack of sensitivity to sound labour relations, has suspended all direct contact with the labour federation

Mr Wessels also accused Cosatu of having contempt for bilateral meetings because of the status of the federation's delegations to talks

The minister was reacting to decisions adopted at Cosatu's central executive committee at the weekend

One of the key decisions taken at the meeting was that Cosatu urgently re-enter the restructured National Manpower Commission (NMC), subject to conditions, including the de-

mands that the Cabinet take NMC recommendations seriously, progress be made in extending the basic conditions of employment to farm and domestic workers and that the public sector be included in the NMC

"They have unilaterally moved the goalposts. It is obvious that they are negotiating in bad faith," said Mr Wessels

The minister said that since his appointment, he had agreed to meet Cosatu regularly and had meticulously kept appointments

"Cosatu repeatedly illustrated their contempt for these bilateral negotiations by not including in their delegation their president, vice-president or their secretary-general"

Mr Wessels said he saw no

benefit in continuing with the meeting scheduled for November 5 in the light of Cosatu's contempt for negotiations

The meeting would now be conducted by the Director-General of the Department of Manpower, Mr Joël Fourie.

Reacting, Cosatu expressed surprise at the tone of the minister's statement. It said the minister had acknowledged that inadequate progress had been made on several issues discussed at a meeting on September 29. He had, therefore, agreed that they be addressed at next month's meeting

"We are prepared to address these issues at the highest level with the minister where he is also welcome to raise his concerns so that we can clear any obstacles to the scheduled meeting on November 5"

Cosatu bid to settle clash

CT 21/10/92
140A

JOHANNESBURG — The Congress of South African Trade Unions has proposed to meet Minister of Manpower Mr Leon Wessels in an attempt to settle a row that has threatened talks scheduled for November 5.

The offer followed Mr Wessels's announcement yesterday that he would not attend the meeting as Cosatu negotiated in bad faith on labour affairs.

In a statement on Monday, a Cosatu central executive committee accused the government of taking deliberate political decisions to block labour-related negotiations and failing to implement agreements on rights for farm

and domestic workers.

Mr Wessels replied yesterday "I see no benefit in proceeding with the meeting scheduled for November 5. I remain committed and will re-enter into such negotiations the moment I sense Cosatu, through the status of the delegation, indicating a more serious approach."

● Cosatu met a high-powered Anglo American delegation on Monday to discuss Cosatu's decision to target Anglo for worker action as a "union-bashing" company and its concern about retrenchments — Own Correspondent and Sapa

Wessels calls off meeting

BLOAM 21/10/92
MANPOWER Minister Leon Wessels has called off his meeting with Cosatu next month because of Cosatu's "confrontational attitude" and lack of sensitivity in building sound labour relations

But Wessels will send Manpower director-general Joel Fourie instead.

The Minister will re-enter negotiations as soon as he senses a more serious approach from Cosatu. The "status" of Cosatu's delegation to the meeting will be an indicator of its seriousness

Wessels is peeved that Cosatu delegations which have met him have not included Cosatu's president, vice-president or general secretary

He said in a statement yesterday this illustrated their contempt for these bilateral negotiations

Cosatu responded by saying it was prepared to address these concerns — "at the highest level" — in a meeting with Wessels to pave the way for the scheduled November meeting to still go ahead.

Alluding to Cosatu's decision at the weekend to "conditionally" re-enter the National Manpower Commission, Wessels said Cosatu had unilaterally shifted the goalposts and was

DIRK HARTFORD

negotiating in bad faith.

Cosatu insisted that its conditions for re-entering the commission were legitimate concerns and did not mean it would not participate until these had been met.

It meant that Cosatu would participate — but this hinged on progress within the commission on the conditions the federation had raised.

"We do not intend to participate in the NMC for its own sake, but in order to achieve real progress for workers as a result of bona fide negotiations," Cosatu said.

National Manpower Commission chairman Frans Barker said although there was some uncertainty on Cosatu's position, it appeared Cosatu had not set preconditions on re-entering the commission. He still hoped the restructured commission would get going soon.

Wessels rejected Cosatu's allegation that government was giving veto power to other organisations over extending worker rights to farm workers, or that government was acting unilaterally.

And he challenged Cosatu to act in the spirit of the Labora Minute.

Cosatu and Anglo talk

310m
21/10/92
DIRK HARTFORD

HIGH-POWERED Anglo American and Cosatu delegations met on Monday to discuss Cosatu's September decision to target Anglo for worker action as a "union-bashing" company. 21/10/92

Cosatu's decision arose from mass dismissals during the August general strike and Numsa's month-long strike in the metal industry.

The meeting addressed wide-ranging issues, including the political situation, the economic effects of mass action and strikes, the need to curb violence, the ILO recommendations for SA labour legislation and latest initiatives around the national economic forum. (ILO)

Cosatu concern at unilateral economic restructuring and retrenchments was also addressed.

Cosatu believes the dismissals need to be addressed as a prerequisite for progress on the broader socio-economic and political fronts.

But Anglo would like dismissals in the metal and mining industry to be dealt with separately by the parties concerned.

Cosatu plots new course

(140A)

w/mant 23/10 -29/10/92
THE Congress of South African Trade Unions emerged from its weekend *bosberaad* wizenened by three hectic months of acrimonious mass action and armed with plans to take itself into an interim government

Cosatu will, as expected, return to the National Manpower Commission (NMC). It will also start mapping out an electoral pact with the African National Congress "with the widest possible participation, to ensure that all our members see their needs addressed".

Cosatu's plans to re-enter the NMC follow Manpower Minister Leon Wessels' decision to restructure the commission. But Cosatu is adamant that its participation in the NMC rests on progress toward effectively restructuring the forum as well as the speedy passage of legislation for the public, farm and domestic worker sectors.

However, Cosatu sources indicate that the federation will not push too hard for this legislation. Negotiators believe that better farm, domestic and public sector statutes can be negotiated under an interim government.

The federation refused to scrap plans for its controversial tax boycott — a campaign which even the ANC opposes. Cosatu wants to maintain the campaign as a trump card against what it calls the "government's political decision to block Cosatu's attempts to negotiate agreements on the labour market and economic fronts".

Cosatu members' capacity for action like stayaways and strikes has been drained by mass dismissals, retrenchments and the prospects of many more job losses.

But the suspension of the campaign, it is hoped, will placate the government into returning to the National Economic Forum.

The suspension bore fruit quickly. On Wednesday, Finance Minister Derek Keys met Cosatu and business leaders to discuss unblocking negotiations on the forum.

Cosatu's weekend resolutions irked Wessels and he cancelled a meeting with the federation planned for early next month. Although he is regarded as one of the most verligte manpower ministers ever, he has to placate his more hardline colleagues.

In Cosatu-speak, he this week accused the federation of "unilaterally moving the goalposts" and "negotiating in bad faith".

Wessels affirmed his willingness to implement agreements reached after negotiations, but stated he will only return to negotiations if Cosatu sends a more heavyweight delegation to meetings with him.

Until such time, he will send Manpower director general Joel Fourie to

Take the negotiations back to the people, was the cry at Cosatu's weekend conference, reports.
FERIAL HAFFAJEE

meetings. Fourie is one of the Manpower functionaries Cosatu has accused of stalling legislation.

Cosatu's campaign plans outlined at the weekend also angered Wessels, who is committed to negotiated settlements and not to "coercive measures and the disruption of the workplace".

"Negotiations have tended to become legalistic without being complemented by real pressure from the ground," said the federation's Neil Coleman, explaining the campaigns.

The Workers' Rights campaign will consider legislation for workers in unregulated sectors. It will also look to tightening up gaps in existing labour law. These include the erosion of the right to strike after court decisions in the metal industries strike and the problems unions have been facing in implementing retrenchment law.

The *Asinamali* (We have no money) campaign is an attempt by the federation to take up the issues of retrenchments and low increases facing members. It also intends to increase membership by "organising the unorganised, like the unemployed", says Coleman.

There are also plans to breathe new life into the aborted Workers Summit as the first step to a merger between Cosatu and the National Council of Trade Unions.

A key Cosatu unionist notes the demise of the "symbolic, protest campaigns" the federation has undertaken during the year. There is a shift toward educative campaigns to prepare members for political power, he says.

A distinction is developing between campaigns Cosatu will undertake on its own and campaigns it will undertake with the ANC and the South African Communist Party.

Already, this is apparent in the ANC's opposition to Cosatu's planned tax boycott. There are also key differences in their policies toward the International Monetary Fund and the Development Bank.

The precarious path Cosatu has tread between sensitive economic and labour negotiations with the government and business on the one hand and sustained mass action on the other, "it has been difficult to sustain", Coleman admits.

But it is a balancing act Cosatu will have to continue. "There is a danger of getting bogged down in protracted negotiations," says Coleman, noting that key victories have been won through mass action.

Cape region to take union head office to court?

S/Times [Cape Metro] 25/10/92

140A

THE important Western Cape region of the Metal and Electrical Workers Union of SA (Mewusa) is threatening legal action against its head office over the recently-concluded main agreement in the metal industry

The agreement was signed in mid-October after eight months of sometimes bitter negotiations, including a strike by the National Union of Metalworkers of SA (Numsa), declared illegal by the Supreme Court.

It provided for wage increases well below the rate of inflation and also sought to end plant-level bargaining over wages and other conditions of employment in the industry

By DICK USHER

Most disturbing to the region are clauses in the main agreement covering plant-level bargaining

"Mewusa has traditionally used plant-level negotiations with more profitable companies to secure better benefits for workers than have been gained at centralised bargaining in the industrial council," said Mewusa acting regional secretary Mr Ben Petersen.

"Where employers and unions can't reach agreement on alterations to their plant-level arrangements, the wage increases for members there will not be on their actual wages, but only on the minimum rates

"So there is an economic gun to people's heads — either stop plant-level bargaining or lose increases

"At the same time our understanding is that in terms of the Labour Relations Act this will open the way for employers to declare disputes against workers.

"After that they will have the power to lock workers out until they agree to the new conditions."

Mr Petersen said the union's regional executive committee had warned its head office that it would take legal action if these measures were accepted

"We also asked them to call a national executive meeting before signing," Mr Petersen said.

"We had no response and have no option but to make our differences public"

NEW HOPE FOR ECONOMIC FORUM

FM 30/10/92
The national economic forum, including representatives of business, labour and government, could be launched this week. The Cabinet was due to discuss the matter on Wednesday.

Feeling in business circles is that government is now close to approving the forum, which, though only an advisory body, could take on effective powers of veto against unilateral policy decisions.

Recession strengthens the view that the Cabinet will give the go-ahead. Since it is all too evident that no economic stakeholder can, on its own, address economic malaise, the forum could play an important role. It will boost confidence among potential foreign investors, local businessmen and workers and be the first tripartite attempt to tackle economic issues.

Moves by business and organised labour — primarily Cosatu — to launch an economic forum resulted in their first formal meeting on January 21. They put together a draft agreement at the end of March.

However, the idea seemed scuppered when, late last month, government rejected the planned launch of the forum by November because of Cosatu's mass action plans — in particular, its planned tax

boycott. It had a point; you can't conduct economic civil war while simultaneously seeking co-operative economic relations.

On October 22, Finance Minister Derek Keys launched into a long harangue against a Cosatu delegation (led by deputy general secretary Sam Shilowa) on this score. It was not clear whether this reflected lack of political skill or a deliberate attempt to sink the forum. Things did, however, calm down by the end of that critical meeting.

The forum will have two working groups. One will tackle immediate, short-term issues, such as poverty alleviation, retrenchments, VAT, tax policy and budget matters. Cosatu seems keen on this group. The other will examine longer-term, macro-economic issues, which business seems keener on.

A process committee will integrate the work of the two groups and decide on plenary meetings. It will also formulate guidelines for other parties to make submissions to the forum.

The Consultative Business Movement will serve as interim secretariat. If the forum gets the nod, it hopes to produce results within months, says a spokesman.

CAPE TOWN —The Cape Town Supreme Court yesterday ruled illegal a strike by members of the SA Commercial Catering and Allied Workers' Union at Kentucky Fried Chicken branches nationwide since December

The owner of 22 Kentucky Fried Chicken outlets

Court declares strike illegal

810am 6/5/92
in the western Cape, Transvaal and Natal had applied to the court for an interdict restraining staff members from striking

140A/882
SJ and MM Hilcove cc had asked the court to declare industrial action at

some branches illegal and to order workers back

Acting Judge H P Viljoen said "serious irregularities" took place during the strike ballot "Here the nature of the irregularities points to fraud rather than mistake." — Sapa

W/Mail 22/11-28/11/91.

Makro tops in parental rights

By DREW FORREST

THE South African Commercial, Catering and Allied Workers' Union has clinched its most advanced parental rights agreement — with wholesale giant Makro

And the union said in a statement that paid leave and a job guarantee for pregnant women were now virtually universal, and paternity leave widely accepted, in the commercial sector. "Workers' needs are slowly being accommodated by employers, and we see this as a very constructive development," said Saccawu negotiator Fiona Dove.

The Makro deal, which covers 2 500 staff group-wide, guarantees nine months' maternity leave at between one-third and two-thirds of normal pay, depending on UIF entitlements. It improves on Saccawu's best previous agreement, with the Game store chain.

The agreement also entrenches the most advanced paternity rights: 14 working days' paid leave.

Dove said negotiations for a similar deal were under way with Woolworths.

She also revealed that Saccawu had initiated discussions with the commercial sector's "most advanced" companies with an eye to forming an industry forum on child care.

The union was working on guidelines for discussion internally and within the Congress of South African Trade Unions.

Bid to end Saccawu strike after attack

VERA VON LIERES

MANAGEMENT at Riviera International Hotel and the SA Commercial, Catering and Allied Workers' Union (Saccawu) were yesterday locked in mediation in a bid to resolve a strike that started more than three weeks ago, company and union spokesmen confirmed.

This follows the "setting alight" at the weekend of hotel worker Gladys Bengu as she was about to report for duty.

Witwatersrand police spokesman Lt Col Dave Bruce said yesterday Bengu alleged she was attacked by two chefs and a waiter who worked with her at the hotel. Police were still searching for the suspects.

A Saccawu spokesman said the union did not support violent solutions to strikes, and on that basis initiated mediation in a bid to settle the dispute. He said details surrounding the incident were still under investigation and it was not clear whether Saccawu members were involved.

About 150 workers were locked out of the hotel on November 25 after the declaration of a wage dispute earlier in the year. A company spokesman said the lock-out was linked to a dispute over wages and employment conditions and union demands for a centralised bargaining forum in the industry.

Management said at the time workers could return to work only if they accepted its final offer on wages and other conditions of employment.

The union spokesman said the company was offering a R103 across-the-board increase backdated to July 1. Saccawu was demanding an additional R9 from January 1 and that the company agree to join a forum consisting of all Sun International regions where the union had recognition to negotiate centralised bargaining.

He claimed the company's intransigence in dealing with the dispute had created a confrontational situation at the hotel.

2 000 Pepkor workers begin strike over pay

MORE than 2 000 workers at Pep and Ackermans' stores countrywide have been on a pay strike since Saturday, the SA Commercial, Catering, and Allied Workers' Union (Saccawu) said yesterday

Saccawu assistant general secretary Kaiser Thibedi said in a statement a conciliation board meeting late last month failed to resolve the dispute

Workers are demanding an across-the-board increase of R150 and a minimum monthly wage of R700. The union also wants annual bonuses of up to 75% of monthly salary and the company to commit itself to negotiating non-wage issues after the signing of a 1991 agreement

Saccawu said employers were offering a R139 across-the-board increase for workers with at least one year service and a

B/day 3/9/91
VERA VON LIERES

minimum salary of R650 for employees with one or more year of service. Employers were also offering annual bonuses of 50% of monthly salary

Thibedi said the companies had not agreed to negotiate secondary issues including a parental rights agreement, medical aid and a national provident fund scheme

"Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants," Thibedi said. He said management's refusal to meet workers' legitimate demands had provoked the strike

Pepkor management could not be reached for comment yesterday

Transport workers to get retirement benefits

THOUSANDS of road transport workers stand to benefit from a new provident fund, recently agreed to after protracted negotiations between employers and four trade unions

Witwatersrand Motor Transport Industrial Council spokesman A M Serrano said yesterday the fund would provide retirement benefits to workers employed by about 350 businesses in the Witwaters-

VERA VON LIERES

rand area. Serrano said in a statement new employees who joined those businesses would automatically become members of the fund. Existing employees had 12 months to decide whether to join

Another 200 hauliers and cartage concerns in the Witwatersrand which did not have staff retirement arrangements would have

the option of joining the industry's "umbrella fund"

Accumulated retirement benefits in the fund would not be affected by job changes within the industry," Serrano said

Unions party to the agreement are the Transport and General Workers Union, Motor Transport Union, the SA Transport Workers' Union and the Professional Transport Workers' Union of SA

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SACCAWU victory ^(140A)

Sowetan 24/9/92

Workers forced final settlement through militant action ^(140A)

By Ike Motsapi

THE four-week-old strike by about 100 members of the South African Commercial Catering and Allied Workers Union at Fredsmol In-store Marketing was called off on Monday

The most important concession gained by the union is the realisation of its demand for a monthly minimum wage of R980

The settlement was reached last Thursday at 3am while approximately 70 strikers toyi-toyed through the night at the company's head office. Strikers returned to work after management and the union reached a settlement on a variety of issues

Ms Sue Harvey of Saccawu's legal unit said "The most important thing for our union is that workers forced the final settlement through their own militant action"

Harvey said the union and management reached agreement on the following issues

*Short timer's hours are immediately increased from 30 to 35 per week and they receive the same increase - R145 as full-time staff members. This increase is back dated to March 1 1992,

*Moratorium on retrenchments,

*No new employments until short timers have full-time jobs,

*A minimum monthly salary of R980,

*A worker's committee is to sit with management to study the company's operations. This is intended to find ways of reverting back to a 40 hour weekly working period,

*No disciplinary action will be taken against people who had been on strike, and

*That strikers must report back to work on Monday September 21

Union plans boycott

■ Union will occupy company headquarters and stores throughout the country:

By Joe Mdhlela

A NATIONAL consumer boycott is being contemplated against Lubners/Melody Furnishers for failing to meet demands made by the SA Commercial, Catering, and Allied workers Union (Saccawu)

However, the union would call off the strike if the company met its demands, Saccawu official Mr Hilton Toolo said this week

The demands included a single bargaining unit in the company and the withdrawal of all dismissals

The union said workers had decided against an ultimatum to accept management's final offer by September 25 or be dismissed.

'The strikers have decided against this final offer,' said Toolo

He said it was clear management was not prepared to negotiate on workers' demands in good faith

The union has decided to intensify its strike action against the company

Over the coming weekend, a national strike support committee would be launched with community groups

'It is likely that a national consumer boycott would be announced at this launch,' he said

He said the union would also occupy the company's head office and stores throughout the country

Sowetan 8/10/92

140A

~~151-230-11~~

Checkers told to consult with union

IN WHAT could be a precedent setting decision, the Industrial Court ruled last week that Checkers should consult properly with the SA Commercial, Catering and Allied Workers' Union (Saccawu) before closing or selling shops, Saccawu legal officer Roseline Nyman said.

Reasons for the judgment have been reserved until today.

The judgment was the result of an urgent application brought by Saccawu against Checkers to prevent

DIRK HARTFORD

the retrenchment of 34 Saccawu members last weekend.

Nyman said that when Pepkor got a controlling interest in Checkers last year, it told Saccawu there would be no "change in the working conditions of members" (140A)

However, the company then sold one of its stores and informed the union last week that 34 members would be retrenched.

2/11/92
BID 2/11/92

Saccawu adds fuel to boycott

Sowetan 11/11/92

■ Ban on supermarket extends to chain of furniture stores:

THE South African Commercial Catering and Allied Workers' Union has called for the intensification of a consumer boycott against several chain stores and furniture shops

The boycott, which started at the Checkers store in Heidelberg on November 1, is to be extended to the group's other stores throughout the country

Also targeted for the action are Lubners-Melodys Furniture shops and the Maponya Discount Stores in Soweto

Speaking during a Press briefing in Johannesburg Saccawu's Salim Vally said political organisations spoken to fully supported the consumer boycott. These included the ANC, PAC, Azapo, SACP and Wosa

Vally accused the police and the companies' management of racism and intimidation of workers, some of whom had charges

of intimidation brought against them.

"There's been a pattern of intimidation and harassment of legal strikers and the charges of intimidation must be laid on the police and the companies who always call on the police at the drop of a hat," said Vally

He said the union's immediate programme of action included a march on Tuesday next week to the offices of the Anglo American Group and the Checkers head office

According to Saccawu shop steward Mr Fanuel Masinga, the union rejected Maponya's offer of a split increase of R60 and R40 in February and August 1993 respectively

Said Vally "Maponya is now pleading poverty while we know for a fact that he owns several franchises with big companies"

INDUSTRIAL REL. - WORKERS' ORG. - COSATU

1993

JAN. — JUNE

Cosatu targets white might in the new year

140A

W/Mail 8/1-14/1/93.

WHITE workers may find a militant home with the Congress of South African Trade Unions this year, instead of in neo-Nazi organisations which vie for their support

Together with farm and domestic workers, they will be an organising priority in the new year, says Cosatu general secretary Jay Naidoo

Among the federation's political priorities is the drawing of new lines with its alliance partners, the African National Congress and the South African Communist Party

With an eye on Zimbabwe and Mozambique, where strong trade unions were stifled by alliances with new governments, Cosatu will negotiate a reconstruction pact with its partners before calling on its 1,2-million members to vote for the ANC

"Our members are recognising more and more that a democratic government doesn't automatically mean you have won the struggle for trade union rights," says Naidoo

"We want our members to vote for the ANC not just out of political loyalty, but because we have negotiated a set of rights," he says

"A lot has to be done in the interim period to entrench worker rights so we don't end up with those rights being traded off in the greater national interest"

In the interim, the National Economic Forum (NEF), the National Manpower Commission (NMC) and the various industry restructuring forums will be consolidated to ensure their survival under a new government, and to secure lasting influence and power for the trade union movement

"The NEF is the vehicle we will use to create jobs, to meet the needs of our members and to develop the appropriate type of industrial restructuring that allows us to become competitive

White workers feature among Cosatu's organising priorities for 1993

FERIAL HAFFAJEE

speaks to Jay Naidoo

the universities more effectively for training and has already started worker education programmes with the South African Council for Higher Education

While Cosatu made important gains in macro-economic and industry negotiations last year, it took a battering at the collective bargaining table

Thousands of retrenchments negated any membership gained, many workers won below-inflation increases and the recession set back the federation's campaign for centralised bargaining

Strikes in the hospital and metal industries were failures

Cosatu hopes to remedy some of these problems with the industrial policy plans it will soon unveil and by organising in new sectors

The year should also see the merger of the transport and public-sector unions and the strengthening of union structures on the ground which have suffered in the more relaxed political atmosphere

Through the NMC, recommendations of the International Labour Organisation's fact-finding mission to South Africa will be implemented

Naidoo says the country "needs the type of foreign investment that recognises trade union rights and recognises that there is an agreement being sought between the key players in the economy as to the best way to generate economic growth"

But Cosatu will "kick the butts" of companies, both local and foreign, which do not toe the line, he says



Jay Naidoo

"We have the power to block them and they have the power to block us, and we can both self-destruct," says Naidoo of tripartite forums like the NEF

This new role Cosatu has fashioned itself is not without its detractors, but debate on the merits of "strategic unionism" and co-determination is welcome, says the federation's general secretary

"It doesn't mean we become co-opted and become one big happy family," he says, adding "The romantic notion of dictatorship of the proletariat, given eastern Europe, is way off the mark."

With this new plan in its back pocket, the federation faces the challenge of training unionists to negotiate effectively with the government and the captains of industry. It intends using

Unions slam De Klerk's

tax plan

STAR 19/1/93.

19/1/93.

By Brendan Templeton

Opposition to President de Klerk's austerity programme is growing, with more organisations coming out against his announcement of tax rises and a limit of 5 percent in wage increases for civil servants.

Moderate trade unions and personnel associations have joined the Congress of South African Trade Unions (Cosatu) in denouncing the plans.

In statements yesterday, Cosatu and the conservative Teachers Federal Council (TFC) slammed De Klerk's announcement made on Friday.

The influential Public Servants Association (PSA) has also expressed dissatisfaction.

Cosatu said the Government needed to urgently review its expenditure and find better ways of collecting taxes from big business rather than targeting the man in the street.

"Inspired leaks from the Government have tried to prepare the public for the fact that they intend to shift the tax burden on to the individual even further by raising taxes such as VAT, PAYE and tax on fuel.

"No amount of preparation will convince our members or millions of working people to accept that this corrupt and inefficient Government is taking these measures in their interests," Cosatu said.

Measures to stamp out corruption, to eliminate apartheid

duplication in the civil service, to stop "golden handshakes for civil servants implicated in murder and corruption"; to curb military spending, and to "drastically reduce salaries of the Cabinet, MPs and other apartheid fat cats" were more urgently needed.

"If (De Klerk) had announced these measures, perhaps this time the battered South African public may have believed that the Government meant business," Cosatu said.

TFC chairman Allan Powell said the salary adjustment was "unacceptable and incomprehensible".

Teachers had made "drastic sacrifices" with previous below-inflation wage increases and "radical" retrenchments.

Further action would be determined after consultation with its members, but the TFC would do "all in its power to prevent a confrontation with the authorities", Powell said.

The PSA has warned that even moderate civil servants could be driven to a point where they would have no choice but to take drastic steps.

The SA Association of Municipal Employees said the limit of a 5 percent wage increase placed "great pressure on the freedom" of industrial negotiations for 1993.

The association's president, Hans Deetlefs, said while civil servants were denied the right to negotiate in terms of the Labour Relations Act, the freeze could affect the position of those who had the right



Self-defence A youth brandishes a home-made gun he carries 'to protect the community from attacks by scabs'

Photo: GUY ADAMS

Strike-breakers removed — but not the bitterness

W/mont 29/11 - 4/2/93.

THE mass removal of strike-breakers to a separate settlement in Botshabelo is the latest effort by the Provincial Administration of the Free State (PAO) to halt violence between their employees and dismissed union members.

But violence is reaching unprecedented heights between National Education, Health and Allied Workers' Union (Nehawu) members and PAO employees.

The strike began in June last year, with the PAO and Nehawu unable to reach a settlement concerning increase in wages and improved working conditions.

Nehawu assistant general secretary Neil Thobejani said the PAO's rejection of the demand for a R200 across-the-board increase caused a deadlock in negotiations. "Consequently, 1 600 of our members have been dismissed," he said.

"They refuse to reinstate our members and have resorted to dirty tricks tactics by relocating and protecting the scabs with the help of the police. We have lost two of our shop stewards in the violence, but the PAO refuse to meet our demands."

Despite the relocation of strike-breakers, clashes between members of Nehawu and the African National Congress on the one hand, and strike-breakers on the other, are on the rise.

Tucked away in an area known as Section H, the people still working for the PAO are excluded from the

The relocation of strike-breakers, rather than bringing an end to violence in Botshabelo, appears to have added to it

By JACQUIE GOLDING

rest of the community.

ANC members form part of both the strike-breakers' and the strikers' camps, and this has caused part of the outrage over the relocation.

An ANC member said he fears the organisation's support base will diminish, with the loss of about 1 000 members to Section H.

Brandishing a home-made gun, the youth said he had joined a self-defence unit (SDU), "to protect the community from attacks by scabs", and added that there were rumours circulating of "no ANC by June". He regards the SDUs as "unstructured but necessary".

Allegations against the PAO include the use of the administration's trucks to transport the possessions of strike-breakers, and the transporting of strike-breakers to and from work.

"At first the removals took place at night, but now they move during the day," said the ANC member.

PAO media liaison officer Danie Olivier said he was "perturbed by allegations" of PAO involvement in organised violence against Nehawu,

the ANC and residents of Botshabelo.

"Orderly administration has always been, and is, the forte of the PAO, not intimidation and violence or the instigation of disruptive activities," Olivier said. "To react to ridiculous allegations in detail would be to stoop to a level not befitting an administration with a proud record."

Olivier added that the PAO remains committed to discussions with Nehawu and that dismissed workers were free to reapply for positions in the administration.

The random attacks in the township are so widespread that residents are being caught in the crossfire.

Joseph Thuntsa (71) said he was attacked about a month ago. "About 20 people came into the church where I was working and attacked me. They said I was hiding an ANC comrade and beat me with their knobkerries. I could not see their faces because they wore balaclavas. I made a report but the police have not responded."

Some strike-breakers are dissatisfied with their relocation. Said Petrus Malebese, who moved to Section H last week: "I did not want to move, but the government came in their truck and told me that I had to collect my stuff and go to another section. They helped me load my possessions and said they will collect me for work every morning."

Lazarus Mogorose, employed as a hospital cleaner, said: "I came here last Friday because I do not want to lose my job."

"I hear there will be no ANC by June — but I am not interested. All I know is that I have to work to support my family. If I did not move I can lose my job."

A National Institute for Crime Prevention and the Rehabilitation of Offenders (Nicro) social development worker, Thabeng Setsumi, said: "It is a known fact that the PAO want all their workers to be in one section in order to control them. They have been using their vehicles to carry workers to and fro for the past two weeks."

Setsumi added that the Goldstone Commission had been approached to "look into the situation".

Back to school for workers

South

30/1 - 3/2/93

1404

FINDING trade union leaders among workers has always been an tricky task for labour movements everywhere

But tucked away in a Bellville prefab is the Western Cape Workers College, which has succeeded in the past two years in shaping workers into trade union leaders

The college's new head, former union organiser Mr Michael Coetzee, is confident this will continue

Even though he's been at the helm for less than a week, Coetzee sees no chance of the fledgling workers' project fizzling out

"I am very excited about what has been done here — as well as the future possibilities. When this project started, there was so much scepticism that it wouldn't succeed

"But the concept works. This is not even in debate anymore," Coetzee says

The roots of the college go back to 1987 when the Cosatu Education Conference called for the formation of night schools and worker colleges to develop worker education

Then in September 1990 the largest Cosatu affiliate in the Western Cape, the South African Clothing and Textile Workers' Union (Sactwu), mandated their research officer to conduct a feasibility study on a worker college for the region

By 1991 the college was up and running, holding two three-month courses for 25 workers at a time

It is the second worker college in South Africa. The other, in Natal, started the same year

Student workers are instructed in Trade Union Studies, Political Economy, Organisational Management and International Labour

According to workers who have completed their training, this mix is a sound formula for producing trade union leaders for the nineties

"It really has developed my skills

For two years, a

workers' college has

been producing trade

union leaders, reports

Quentin Wilson

as far as negotiating goes," says past student Mr Ashley Abbott

"I feel much more committed, but I am also slightly wary after studying international developments in trade unionism and reflecting on the current political developments in my own country"

Sactwu's Ms Rachel Visser, a 1991 student, says the course boosted her confidence

Says Visser, "In the Cosatu Education Conference I stood up and gave an input. Everyone thought I was an official and could not believe that this was worker leadership"

One of the problems faced by aspirant students is getting time off from work to attend the course

Coetzee says most companies do not give the workers three months' paid leave, but he adds that the college chips in with bursaries if this is the case

The college does have certain ground rules for admitting applicants

For a start, the courses are aimed at shopstewards with a minimum of two years' experience

The application must be approved by the trade union and applicants must commit themselves to return to the labour movement after they have completed the course.

The college is not concerned about which union the applicant

According to Coetzee, members of Cosatu, the National Council of Trade Unions (Nactu) and the independent unions are welcome to attend the course

But the college tries, says Coetzee, to ensure that the student mix reflects the strength of the unions in the region. So, the majority of students would emerge from Cosatu, the biggest federation in the region

As far as the future is concerned, there are three options from which the college must choose, according to Coetzee

● The first option is to continue

as an independent non-governmental organisation.

Although situated on University of the Western Cape campus, the college rents its office space for two full-time co-ordinators as well as the lecture halls used for instruction

● The second path is to become part of Cosatu and serve exclusively as its college. This, says Coetzee, will make it far easier to accrue funds for the project

● The third option is for the college to become an academy linked to the UWC

"Whatever we decide," says



Michael Coetzee

Coetzee, "we must make the college more efficient and position ourselves for the greatest possible expansion."



Thousands of Fawu members marching through the streets of Johannesburg yesterday. PIC: PAT SEBOKO

Fawu members march

Southern 7/1/93

By Ike Motsapi

■ Countrywide stoppages occur in bid to save jobs:

THE fight against retrenchments gained momentum yesterday during countrywide work stoppages and a march by more than 10 000 members of the Food and Allied Workers Union in Johannesburg

Members of Fawu were bused to the Transvaal offices of the union in Wanderers Street where they began a 2km walk to the head offices of Premier Milling in Parktown to present a memorandum to managing director Mr Peter Wrighton

Fawu national co-ordinator Mr McDonald Motlhake said Premier Milling management had been "conducting a cold war" against the union. Motlhake said management was

about to retrench about 965 workers in the metropolitan areas

He said "In 1988 about 800 members of Fawu were retrenched at Farm Fare and this was followed by the closure of two Epol plants between 1989 and 1991, resulting in 600 workers losing their jobs

"In October last year about 600 workers were retrenched from Mamma's Pies in Cape Town and Johannesburg

"During the same period another 100 workers were retrenched from Nice 'n Easy in Cape Town

"We want this to stop now"

Motlhake said the union demands

shutdowns,

● Reinstatement of all dismissed and retrenched workers,

● Job security for all,

● Industrial restructuring should occur only when this is for the expansion of a company,

● Training and retraining of staff,

● The creation of a fund for the unemployed,

● An end to privatisation,

● Creation of a non-racial society, and

● An end to job discrimination

The union warned that if these demands were not met within 14 days it would embark on factory demonstrations and other forms of mass action

New Bill heralds a better deal for farmworkers

By SEKOLA SELLO

THE government this week unveiled its long-awaited draft bill to bring the working conditions of farmworkers in line with the rest of the country. *CPA 3/1/93*

The working document on the extension of the Labour Relations Act which includes farmworkers under the Basic Conditions of Employment Act of 1983 is expected to bring about far reaching changes in the farming industry.

In terms of the proposals, child labour (15 years and under) at the farms is effectively eliminated; farmworkers are entitled to unionisation and collective bargaining, female workers are entitled to maternity leave; working hours are prescribed and wages determined.

The sweeping changes the government proposes are likely to overhaul the lot of farmworkers - generally regarded as the most underpaid, overworked and exploited employees in the country.

But, as changes begin to take effect, the government and trade union federations such as Cosatu and Nactu could find themselves on a collision course with the powerful SA Agricultural Union which is opposed to any changes in the industry.

A month ago when the government announced that it was considering extending the Labour Relations Act to farmworkers, the agricultural union expressed its opposition to the envisaged proposals, saying they were "unworkable" and that the legislation would not take into account the "unique" circumstances of agriculture.

Farmers' representatives subsequently met State President FW de Klerk and Manpower Minister Leon Wessels to express dissatisfaction that there were no proper consultations with farmers on the implications of the Act.

To counter the swelling opposition to the envisaged legislation, Wessels proposed further discussions on the issue.

Farmers have until the end of Feb-

ruary to submit comments to the government. *140A*

Among the important provisions of the Act is the establishment of a special labour court to listen to disputes between the employer and employee and the appointment of inspectors to monitor the farmworkers' working conditions.

If this draft Bill becomes law early next year as seems likely, it will be an offence for an employer to hinder an inspector in the execution of his duties. It will also be an offence for an employer to dismiss or alter the service conditions of a worker if such an employee has given evidence to an inspector.

Farmworkers will in future have the right to belong to trade unions and will also have the right to participate in the union's activities. It will be an offence for an employer to prohibit an employee from participation in union activities.

Farmworkers will also be entitled to annual leave and sick leave. They are also entitled to lunch periods while female workers will enjoy the right to maternity leave. In terms of maternity leave, a female worker is not allowed to work four weeks prior to her confinement and eight weeks after giving birth.

The summary dismissal of farmworkers which is common practice on the farms is prohibited and in future, if a worker wants to terminate his services, the farmer cannot keep him against his will. However, the worker is expected to serve notice.

Farmworkers will also enjoy all public holidays as paid holidays and working on Sunday will be considered overtime.

Cosatu has played an important role in drafting the working document. Nactu says the proposed legislation is long overdue and has rejected farmers' demands that they be exempted from industrial courts in cases of disputes with workers.

While the general thrust of the proposals is to bring about enlightened labour relations on farms, the expected opposition from the farmers could turn these areas into battlefields.

focus on shop stewards

THE INVOLVEMENT of shop stewards in issues beyond the factory floor makes the South Africa union representative different from his European counterpart.

It also distinguishes South Africa from the rest of Africa where the struggle against colonial rule did not involve the mobilisation of an industrial working class.

This view is shared by Siphosile Mlambo and Mark Orkin who are editors of a book entitled *Beyond The Factory Floor*.

This followed a survey of Congress of South African Trade Unions (Cosatu) shop stewards which was commissioned by the labour organisation's leadership.

On developments in other African states, Mlambo and Orkin say "Instead independence was won either by nationalist movements led largely by the professional middle class or peasant-based guerilla movements which did not address the concerns of an industrial working class"

In South Africa shop stewards emerged as crucial leaders in the struggle that began in the townships in the 1980s over rents, shack removals, education and township upgrading

The emergence of a powerful shop steward movement opened up the possibility of a distinct role for the working class in the process of transition to a new democratic order.

Jay Naidoo, general secretary of Cosatu, is quoted in the book as saying "The backbone of our labour movement has always been and always will be the democratic shop steward movement which has been painstakingly built up by the ordinary members themselves

"This powerful shop steward movement is a triumph for the ordinary people of this country. It is a triumph for the people who create the wealth of this country and yet they and their families continue to be deliberately excluded from enjoying that wealth

"The overriding principle of Cosatu is worker control and democracy This principle has sustained Cosatu through the most repressive phase of our struggle for political, economic and social rights.

"The structural violence of apartheid made the white minority regime's policies a crime against humanity as it violated practically every human right.

"Yet we have grown as an organisation, increasing our membership from less than a million when Cosatu was formed in December 1985 to over 1,4 million today

"With over 25 000 elected shop stewards, Cosatu's 14 national industrial unions have a powerful grassroots organisation which is firmly anchored in the factories, mines, offices and shops across South Africa."

Questions like why do some workers define

Sowetan 8/1/93.
Shop stewards, a strategic layer of the trade union leadership, have been the subject of a survey commissioned by Cosatu. **Ike Motsapi** reports on the survey:



Jay Naidoo . . . Cosatu's general secretary.

their interests in collective terms and become shop stewards and others in individualistic terms and become supervisors were often asked.

The hypothesis underlying this study is that explanations that focus on different personality types are psychological as they ignore ideology

Dominant personalities can dominate for good or ill The use to which they put their abilities is not determined by these abilities. Activity is directed by consciousness.

The shop-floor unions emerged in 1973 with the formation of the Textile Workers Industrial Union and Metal and Allied Workers Union and others coming together to form the Federation of South African Trade Unions (Fosatu).

The shop-floor unions developed a cautious policy towards involvement in the broader political struggle This led to the formation of Cosatu

By virtue of their location in the workplace, shop stewards are in the front-line of the struggle between the working class and the capitalist

class

They are the key command structure of the unions which has contact with their membership and the bosses through shop stewards Their role, however, is ambiguous On the one hand, they are representatives of the workers who elected them and whose expectations often surpass their capacity to deliver

On the other hand, they find that they are sometimes in conflict with their own constituencies and have to persuade them to accept industry-level agreements, prevent strike actions and sometimes discipline them

In politics workers believe that their leaders and their unions should take part in political activities

Confident in their organised strength and union leaders, they are convinced that they can influence the political system, even though many feel they do not fully understand it On matters to do with the politics of transition they fully support the position of the tripartite alliance

Falling into line

Fm 8/1/93

(140A)

With continued recession and little expectation of economic recovery, average negotiated wage settlements in 1992 fell dramatically to 12,6% from 16,1% last year. A significant trend, according to surveys carried out by Andrew Levy & Associates, was the increasing acceptance by unions of the link between productivity and job security.

This was seen especially in profit-sharing wage schemes negotiated in principle between the NUM and the Chamber of Mines earlier in the year and of which the NUM-Gengold agreement this month is the latest example.

Yet the pattern of lay-offs continued throughout the year, affecting the highest levels of organisations and professions as well as the less skilled. An estimated 100 000 jobs were lost in four major sectors.

According to the National Manpower Commission, about 5,4m people — or 40% of the economically active — lacked formal employment. But, while Levy describes unemployment as having reached unmanageable proportions, others, like the HSRC's Lawrence Schlemmer, pointing in part to growth in the informal sector, conclude that the problem is more manageable than loose estimates of joblessness suggest (*Current Affairs* December 18).

Strikes during the year accounted for 4,2m man-days lost compared with 3,8m in 1991. The biggest strikes, in the third quarter, were in the metal industry led by Numsa (1,4m man-days) and the Transvaal health sector, led by Nehawu (247 500 man-days).

The main strike trigger was wages (78%). Last year, wage disputes triggered 68% of strikes. This showed that despite the recession and lay-off threats, workers were prepared to strike for extended periods. Grievances accounted for 14,1% of strikes (slightly down on last year), followed by dismissal/discipline (5%) and recognition disputes (2%).

The manufacturing sector, with 39% of man-days lost, was the hardest hit, due mainly to the Numsa/Seifsa strike in August. Next was the automobile sector (19% man-days lost) as a result of strikes at Toyota, the National Bargaining Forum for the Motor Industry and Numsa, followed by retail (13%) and the State sector (12%).

Though strikes in the public sector dropped from a high of 24% in 1990, a surge is expected next year as a result of proposed rationalisation and implementation of the Public Sector Labour Relations Bill, which will give public servants certain rights enjoyed by private sector employees in terms of the Labour Relations Act.

There was a slight decrease in the number of strikes involving 500 workers or more, but, at 45%, the figure is still high. At the same time, the number of strikes lasting 10 days or more increased from 23% to 28%. Looked at closer, a third of these lasted more than 30 days. Notable among them were the 63-day Kentucky/Saccawu strike over central bargaining, the 55-day wage strike by Saccawu against Lubners, and the acrimonious 45-day wage strike involving Mwasu and the SABC.

Other key features of the year

- Agreement was reached to extend basic labour rights to farm and domestic workers during 1993,
- The National Economic Forum, including government, business and labour, was formed to address critical economic problems and two working groups were set up to focus on short- and long-term issues,
- The restructured National Manpower Commission came back on track and is expected to be operating by February,
- Union growth continued in spite of the recession and stands at 3,2m-plus,
- The commission estimated that registered trade union membership formed 23% of the total economically active population or 53% of the labour force covered by the Labour Relations Act,
- The number of industrial councils continued to fall. There were 89, covering 873 000 workers at the end of 1991. This was attributed to the withdrawal of employers because of union pressure to negotiate at plant level,
- For the first time since its inception the Industrial Court's workload was reduced slightly (there were 6 319 applications in 1991 compared with 6 366 in 1990), while Labour Appeal Court cases increased from 84 in 1990 to 149 in 1991,
- An International Labour Organisation fact-finding mission visited SA and made a number of critical findings and recommen-

dations, and

□ Cosatu continued to play a dominant role in labour affairs. As part of the ANC alliance's mass action campaign, it called a general strike on August 3-4, described as the largest stayaway in SA's history.

Towards the end of the year Cosatu general secretary Jay Naidoo signalled the union's intention to safeguard its independence by calling for a post-apartheid "reconstruction pact" with the ANC — as a *quid pro quo* for backing it in an election. Cosatu obviously also wants to safeguard the kind of joint macro-economic policymaking role it carved for itself through the Economic Forum.

Looking at the year ahead, Andrew Levy observes that political events will continue to exert a major influence on labour as well as the economic factors that govern the terrain. Continued political uncertainty will cast a long shadow over the future of SA, affecting business confidence and keeping foreign investment at bay. There was a need for a set of clear statements from management, labour and government on their objectives and timetable for economic restructuring.

Given grim economic prospects, the pattern of job losses can be expected to increase in the first quarter. Union claims for moratoriums on lay-offs will continue. Levy expects public policy shifts on the sole right of employers to make decisions that result in job cuts or favour capital-intensive processes.

The push towards centralised bargaining and the extension of industrial councils will continue. This is seen as inevitable and not necessarily fraught with all the risks and problems that many employers seem to identify.

Sharper attention is expected on removing workplace discrimination and on programmes of affirmative action or "employment equity" — at every level and through consultation. Traditional union opposition to ideas of multi-skilling and productivity bargaining will probably be reshaped, especially if employers seriously address the question of job security.

As to wages, there is the possibility of single-figure increases becoming more common. Wage strikes in the public sector and a surge in organising farm and domestic workers may be expected in the new year.

Cosatu ¹⁴⁰⁷ wants ^{CT 2/2/93} 'budget freeze'

Own Correspondent

JOHANNESBURG. — Cosatu would be willing to help Finance Minister Mr Derek Keys deal with his budgetary constraints if money was allocated to finance economic reconstruction and the government immediately halted all expenditure on apartheid-related departments

Cosatu general secretary Mr Jay Naidoo yesterday said the federation wanted a "budget freeze" with both direct and indirect taxation kept at the same levels as this tax year

The National Council of Trade Unions is also opposed to increasing taxes on individuals

Cosatu especially wants all the perks and special deals of the state bureaucracy "purged", Mr Naidoo said

"All civil servants, including the State President, should pay tax and the practice of golden handshakes and housing and travel privileges for the state elite should be abolished"

Government corruption would only be halted with firm financial controls, Mr Naidoo said

Cosatu wants one government department to deal with the income and expenditure sides of the budget and an audit done of every government department to identify wastage and corruption

He said the federation was discussing with other interested groups the possibility of establishing an independent tax commission to rationalise government income and expenditure

Cosatu believed housing, education, health, job creation and training should enjoy priority in the budget, he said

CT 412193 (140A) (32)

Cosatu: Freeze taxes on individuals

Own Correspondent

DURBAN. — Cosatu has challenged the government to freeze tax increases on individuals in the forthcoming budget to ease the financial hardships being endured by millions of citizens.

In an interview here yesterday Cosatu secretary-general Mr Jay Naidoo said the country's economy needed urgent restructuring if peace, justice and political sta-

bility were to be attained.

He said more than 150 000 mineworkers had lost their jobs in the past six months and Cosatu's projections were that about 250 000 further mining jobs would be lost by the year 2000.

Mr Naidoo challenged the government to find more effective ways of collecting company taxes and to stop all existing "leaks" in the tax system.

He said future peace and stabil-

ity depended on a massive economic restructuring programme geared to job creation

Mr Naidoo said Cosatu has formulated a comprehensive economic restructuring programme to be presented to the government and business representatives at the National Economic Forum.

He said Cosatu's proposals addressed short- and long-term needs, including job creation, housing and trade tariff policies

SA unions 'in need of world backing'

SHARON SOROUR, Labour Reporter

SOUTH Africa's trade unions will need stronger support from international bodies when a new government is in place, a top-level delegation of visiting unionists has been told

Members of the International Confederation of Free Trade Unions (ICFTU) were warned by the National Council of Trade Unions (Nactu) that a new government was likely restrain workers in an attempt to attract new investment.

The ICFTU delegation is in South Africa this week to demonstrate solidarity with the union movement and to investigate the causes of the violence in South Africa and its effect on workers

The delegation, led by general-secretary Mr Enzo Frizo, was invited by the trade union federations Cosatu and Nactu.

"We believe solidarity with the union movement should be stepped up when a new government takes over, because we anticipate wage freezes and other cost-cutting exercises to be enforced in order to attract investment," said Nactu Western Cape spokesman Mr Brian Williams

"Workers will be restricted.

"They will create conditions favourable to investment, which will not favour workers."

Mr Williams explained to the ICFTU members that a new government could even introduce new legislation to further restrain and hamper workers — which would make it even more difficult for them to take industrial action

The ICFTU members felt the confederation should continue to provide financial and other support, but "it will become necessary for the union movement here to develop strategies to become self-reliant."

"They gave us a signal that we cannot expect an indefinite flow of international solidarity resources to South Africa," said Mr Williams

During the two-day visit to Cape Town the group went to squatter areas and Peninsula townships accompanied by Nactu and Cosatu representatives

Public works scheme to create jobs

By Ferial Haffajee

A PUBLIC works programme could be just the manna the legions of unemployed in South Africa need

The Congress of South African Trade Unions, together with the National Economic Forum and civics are putting together a plan for using public funds to provide employment to thousands of unskilled workers

The workers participating will also be given on-the-job training — both task-based and basic education — while they help to construct the basic rural and urban infrastructure the country needs.

The programme relies on community participation from start to finish. Payment will be task-based — as opposed to weekly or monthly wages — and the community can decide how many workers will be employed on any one project.

Although payment will be pegged to existing collective bargaining agreements in the industry, the programme will see the creation of a new category of worker in South

w/mail 572-11/2/93
African labour legislation.

Budget estimates for the planning of the job creation plan have been put at almost R2-million while pilot projects will cost another R2-million

Cosatu is already trying out some of these ideas in the Consultative Forum on Drought which it says will provide short-term employment.

Pilot projects could begin by September and Cosatu hopes the national programme can be launched in April next year.

But there is a lot of spadework to be done before then. 28 government institutions now disburse money for job creation but a national public works programme needs only a "single, strong and appropriate institution", says Cosatu. The programme will entail changes to labour legislation and tender regulations. It could also mean tax changes.

The University of Cape Town-based Employment Task Force suggests tax incentives be given to employers who shift to labour-intensive schemes

Iraj Abedian, of the task force, claims a public works programme will "avoid the pitfalls of indignity, dependence creation and indigency promotion associated with a variety of anti-poverty social welfare schemes". The programme, he adds, "is within the fiscal means of the government"

Cosatu states that the programme must be "economically efficient" and provide "technically sound finished products"

The following projects will be given priority: Urban streets and rural roads; water supply projects including large and small dams, irrigation canals, bulk water supply and water reticulation; sewage treatment ponds and stormwater drainage

In a related breakthrough for job creation, Cosatu has also signed an agreement for "labour-based construction" with the civil engineering industry.

This agreement is the first industry-based agreement and will link up with the national public works programme. It will be tabled at the National Economic Forum this month and be put to the South African National Civic Organisation for endorsement, after which projects will start.

The construction industry has shed the most jobs in the country. This agreement will ensure its "long-term viability and stability", according to the agreement. Construction projects under the agreement will be funded by the state and will not sacrifice employment conditions, says Cosatu

Labour will be recruited from within communities where projects are being carried out and special consideration will be given to women and youths who have never worked.

Cosatu to wean itself off foreign aid

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An international union federation is in South Africa to investigate violence and hold talks with unions.

FERRAL HAFFAJEE reports

THE Congress of South African Trade Unions will be self-sufficient by 1996, general secretary Jay Naidoo told a group of international trade unionists in Johannesburg this week.

A 50-member delegation of the International Confederation of Free Trade Unions (ICFTU) is in South Africa to investigate violence.

The organisation will hold its annual coordinating committee meeting in South Africa and is also likely to assess if and how its role in this country should change.

The commitment to self-sufficiency by both Cosatu and the National Council of Trade Unions most impressed ICFTU general secretary Enso Friso.

The two federations depend on the ICFTU and its affiliates for two thirds of their income and sources indicate that the world recession has meant funding cuts for many unions.

But Friso is adamant that international funding will not dry up. This week he said "It would be unwise of the international trade union movement to withdraw support now."

"There is great commitment and interest in South Africa. I do not believe that because of the crisis we are suffering we will give up assisting South Africa."

Cosatu, he said, is firstly concerned with kick-starting the economy while Nactu believes more emphasis should be placed on overcoming political and other differences.

"There is a need for compromise," he said, adding that the ICFTU would welcome unity but "will not condition our assistance on anything."



Top-level . . . International Confederation of Free Trade Unions general secretary Enso Friso (left) and fellow ICFTU delegates meet Nelson Mandela Photo: PETER MCKENZIE

The mission this week split and visited various centres around the country where members heard evidence of the violence against and intimidation of union members in Natal, the homelands and the PWV.

ICFTU will take its findings to the International Labour Organisation (ILO) where it has permanent seats and will also "mobilise public opinion" which is "showing sympathy with President FW de Klerk."

"It is difficult to understand the government," Friso said. "It should be making sure that all parties are involved with the (democratisation)

process and that the process takes place in an atmosphere of civil peace."

ICFTU's report will add weight to Cosatu's demands for the implementation of the findings of a recent ILO report on South Africa because it deals with many of the same issues.

"It is essential in the pre-election phase that there is a right to organise, speak, meet and to canvass openly," Naidoo told the delegation this week.

"Once a democratic, plural society is in place, our role will change radically," said Friso. The problems facing South African trade

unions are as bad as those in Guatemala, Honduras, El Salvador, Brazil and Colombia — global flashpoints of trade union repression, said Friso. ICFTU's greatest challenge now lies in defending trade union rights, he said.

Even in industrialised countries, trade unions face twin crises of dwindling membership brought on by growing unemployment and attacks by governments and business which believe they stand in the path of economic development.

The confederation has also quickly stepped into the gap left by the collapse of the World Federation of Trade Unions (WFTU) in Eastern Europe, where it is assisting a host of burgeoning trade unions.

South Africa, like many developing countries, faces the challenge of attracting and maintaining investment without "the exploitation of human and natural resources."

The world is also facing a jobs crisis there will be 34-million unemployed people in industrialised countries and one billion in the Third World, predicts the ICFTU.

There is a need for new international solidarity, said Friso, adding "it is a global problem which needs a global approach."

Cosatu still maintains a policy of active non-alignment toward the ICFTU. Many in the federation remain disillusioned with the influence the American AFL-CIO has in the ICFTU and with its "virulently anti-communist rhetoric".

But the ICFTU is keen to have Cosatu and Nactu as members. The South African trade union movement is the strongest in Africa and could help the ICFTU to extend its influence on the continent.

"We were confronted with well-prepared and competent people who won't confine their activities to industrial relations but want to be involved in all areas," said Friso of the Nactu and Cosatu representatives he met this week.

The left has its share of sticky fingers

THE entire Cape Town branch of the Food and Allied Workers' Union (Fawu) has been suspended on suspicion of fraud, in the latest financial scandal to hit trade unions and non-governmental organisations (NGOs).

The Fawu regional executive committee discovered the fraud when police returned a cheque for R74 000 to the union, together with other cheques for smaller amounts. Investigations pointed to the branch executive, which was suspended last Monday. Union officials confirmed the incident, but did not provide further details of what follow-up action would be taken.

This is the latest in a string of cases of fraud and mismanagement among organisations of the left, which does not augur well for the future. Many of these are inside jobs, others are the result of poor accounting policies.

Other scandals which came to light this week were:

- Last year's disappearance, through fraud, of R200 000 from the National Union of Mineworkers. The NUM says it has recovered the money.
- The dismissal of the southern Transvaal director of the Institute for a Democratic Alternative for South Africa (Idasa) in late 1991 after the disappearance of R10 000 entrusted to him.

Last year, the National Co-ordinating Committee for Returnees fired two employees after the organisation uncovered a "network" which had defrauded exiles of R300 000. Later, the NCCR managed to recover R205 000.

And two years ago, the Congress of South African Trade Unions (Cosatu) lost R166 000 through an elaborate fraud.

The NUM said this week it had managed to recover its R200 000 when diligent bank clerks queried the withdrawal of a large sum of money by bogus union officials.

A bank account was opened in the NUM's name in Boksburg last year by the fraudsters. Subscription cheques were intercepted between the mines and the union's head office, and redirected to the Boksburg account.

None of the offenders has been caught because they used false identity documents and non-existent addresses. The NUM insists it could not have been an inside job, although it cannot explain how its mail was intercepted.

"The NUM has since tightened communication channels," said NUM representative Jerry Matjalahi. He added that the discrepancy had not been picked up by the union because of delays in getting membership figures from the mines.

A number of cheques were also stolen from the health and safety and education departments of the NUM last year. Matjalahi said the offenders were caught when they tried to cash the cheques.

"No one can deny that incidents of corruption take place in any kind of organisation. The real test is how it is dealt with and what kind of financial controls are in place," commented Cosatu's Neil Coleman.

Coleman cited the suspension of Cosatu's northern Transvaal regional executive last year

Fraud and financial mismanagement are not the sole preserve of the public and private sectors — trade unions and NGOs have also found funds disappearing into members' pockets

By PAUL STOBER and FERAL HAFFAJEE

There was no suggestion of corruption, only a failure to follow the laid-down financial procedures, he said. "That's a healthy sign of financial control and accountability, and it's fairly typical of how Cosatu and union regions handle these things, no one is above the financial procedures that have been laid down."

Two years ago, an administrator in the Cosatu head office was arrested on suspicion of misappropriating union funds. She had opened a bank account in the name of "Cosatu Limited" and intercepted cheques sent to the federation. By adding "Ltd" to the cheques, she was able to

deposit them into her bogus account and withdraw the funds.

Coleman said R166 862 was stolen. Most of this had been recovered and Cosatu was negotiating the return of the rest.

Because of its poor relationship with the police, Cosatu brought in private detectives to investigate the case. But, once the federation had proof that fraud had been committed, it had no qualms about turning the case over to the judicial system.

"Safeguarding-workers' money superseded any morality about the legal system," said Coleman. However, the administrator was not prosecuted because of lack of evidence.

Idasa's southern Transvaal director was dismissed in September 1991 after he could not account for R10 000 entrusted to him. He had been given the money for an international trip on behalf of the organisation, but when the trip was cancelled he was unable to refund the money.

At his dismissal, he undertook to repay the funds but, despite a long wait, Idasa was not reimbursed. Idasa finally had a formal complaint with the police. After a further wait, the organisation

was advised to write off the money as an investigation would take too long and the money would probably not be recovered.

Given the expenses involved in pursuing a civil suit, the Idasa board then decided not to pursue the matter, though the criminal charge is still pending.

In the meantime, the employee contacted the Idasa office and asked the institute to consider dropping the charge and giving him another chance to repay the money.

Idasa's executive director, Alex Boraine, said this week: "We weighed up the matter and decided that, if we are going to call for public accountability at large, we would have to have it in our own organisation."

An NGO official who has been involved in a corruption investigation added that corruption seemed to arise when relatively inexperienced, yet accountable, employees are put in charge of large amounts of money.

"They borrow money with the intention to repay it after they have bridged their personal difficulties. Afterwards, they find they are not able to do so," he said.

THE CIGARETTE FOR CONNOISSEURS

In the traditional 20s tin



Star 17/12/93

(140A)

Working to strike a balance

HOW would you describe your relationship with employers and the Government at the moment?

There is a recognition on the Government's part that it can't govern on its own, that major decisions have to be negotiated with other key players. That has been a major political victory for the democratic process in our country. Yes, there has been an improvement in our relations (with the Government) but there still remain major differences.

At the moment we have the institutions, such as the National Economic Forum (NEF), in place and commitment from the major players to work on short-term issues such as job creation, human resource development, education and training, public works programmes and industrial restructuring. We hope to have the programmes in place and implemented this year.

Our relations with the employers have also improved since the enactment of the new Labour Relations Act. There is a realisation that the success of industrial relations depends on co-operation between us despite our differences.

I must warn though, that because there is a section of the population that has benefited from apartheid while the majority have lived in poverty, negotiations to address the problems caused by apartheid will be difficult. We are not one big happy family.

We are committed to negotiations as long as the employers and the State deal with us in good faith.

WHAT are your expectations of the Budget?

Our bottom line is: how are State resources which are derived from tax used for a reconstruction programme including job creation and the raising of the skills base of the workforce and, more generally, of the population.

We are strongly opposed to increases in individual taxes such as VAT and PAYE until there has been an overhaul of the tax system and until there is

an independent tax commission to look into the income and expenditure side of the Budget. There should also be an independent audit of all State departments to establish the extent of mismanagement. These views have been conveyed to (Finance Minister) Derek Keys through the NEF.

COULD you elaborate on progress made in setting up labour market institutions and streamlining labour legislation?

Up to now we have been busy with the establishment of the processes in the NEF. We are now moving to creating practical programmes, for example industrial restructuring, job creation and devising trade and tariffs policies. We still need to formalise links with other structures like the education forum.

The primary focus of the National Manpower Commission (NMC) is to set up a coherent labour legislation for the country. We still want the inclusion of domestic and farm workers. The present legislation still has its weaknesses, notably in the functioning of the labour court. We want one Labour Relations Act for all workers.

The NMC will also have to find a way to improve the way in which the National Training Board, the Compensation Board and the UIF operate. These are major areas still left for negotiations, and which affect the majority of workers. The other major area we are looking at is to remove the constraint on the right to strike.

WHAT would you say are the challenges facing the economy?

The major challenge is being able to decisively stop the shrinkage of the production sector of the economy, which has resulted in the loss of thousands

of jobs, including 150 000 in the mining industry alone in the past 18 months.

Until we do something decisive to stop the shrinkage and have policies that promote economic growth, the consequences for the country will be disastrous. We also need to address the structural weaknesses of low productivity and competitiveness.

Secondly, we need to strike a balance between the need to meet the desperate domestic needs of our people, such as housing, education and food on the one hand, and on the other the need for a more externally orientated strategy to compete in international markets.

Thirdly, we should find a way to efficiently redistribute State resources to benefit the majority and eliminate corruption and wastage.

WOULD Cosatu consider setting for a wage freeze to help the economy out of the doldrums?

We won't accept a wage freeze. If employers want a wage freeze they must lead the way by first redistributing the assets they don't need to sustain a standard of living for themselves and their families.

Any decision on a wage freeze should be in the context of a broader incomes policy, which we are prepared to discuss. The problem we have is that the employers and the Government want to impose a wage restraint on us while at the same time carrying out retrenchments. This is unacceptable.

UNIONS have frequently been blamed in some employer circles for fuelling inflation through high wage claims. Your comment?

The vast majority of our members earn wages close to the poverty datum line, for example in the mining and textile industries. People who use this skewed argument are the ones who have been the direct beneficiaries of apartheid.

Factors contributing to high food inflation are the inefficiency of the control boards and the way the Government has raised indirect taxes — instruments over which we have no control.

We will strenuously oppose all attempts at increasing the profitability of employers at the expense of trade union and human rights. We think an investigation should be made to see who really benefits from profits resulting from high food prices.

WHAT is the future of your alliance with the ANC and the Communist Party?

The alliance was constructed to fight apartheid and it will exist until we have eliminated apartheid. During the transition the key issue for all democratic forces is what we replace everyone the right to vote. We are therefore putting forward a reconstruction programme to build a non-racial democracy in terms of which the political and social needs of all our people, black and white, will be met.

In our view when the ANC is in government we would obviously have to renegotiate the alliance because at that point they will be a political party in government. This is already being debated in Cosatu. We will finalise our position on elections in March. We need to agree with the ANC on an election programme on the basis of which our members will vote for the ANC. The election platform will include the economic restructuring pact which the ANC will undertake to implement as the government of the future. □

WHAT are your expectations of the Budget?

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We are strongly opposed to increases in individual taxes such as VAT and PAYE until there has been an overhaul of the tax system and until there is



New challenges... Cosatu's Jay Naidoo discusses the prospect of a new political order.

Cosatu plans to play a 'major role' in elections

SOUTH 13/2 - 17/2/93.

140A

DESPITE the demanding year the labour movement experienced in 1992, Cosatu is gearing up to tackle the unilateral restructuring of the public sector and the coming democratic elections

Mr Jonathan Arendse, Cosatu's general secretary in the Western Cape, said the union's biggest campaign will be to educate its members about voting

"The election campaign could overshadow the other campaigns we have this year. Cosatu plans to play a major role in the elections"

Besides having delegates attending voting workshops, they also plan to employ people who would devote most of their time to the union's election campaign

"Our regional steering committee decided last week to form an election task force that will link up with campaigns already run by the Cosatu/ANC/SACP alliance"

No details have been finalised, Arendse said.

Besides the election campaign, the union also plans to tackle other issues regarding unilateral restructuring in the public and private sectors and the escalation of food prices

"This year we have decided on three major campaigns, although the anti-unilateral restructuring campaign was started last year"

All industrial sectors will be targeted for the restructuring campaign. Cosatu, however, will highlight restructuring in the public sector — especially in education

"We are embarking on the education campaign, especially in the light of Abe Williams (House of Representatives' Minister of Education) reneging on agreements with the South African Democratic Teachers' Union (Sadtu) and on

other agreements last year," said Arendse

Cosatu has not finally decided how to conduct its campaign against restructuring in education, but Arendse is hopeful final details would be worked out before their regional congress in March

"In the meantime, we will support what Sadtu organises," he added

The Asinamali campaign — regarding high food prices — was also started last year, but despite extensive planning, it was never taken up in earnest, said Arendse

"The Asinamali campaign is around food prices and we will try to link issues like VAT and escalating food prices in the campaign"

The campaign was not successful last year because "there were too many campaigns", he believes

"The Asinamali campaign will have to be a mass campaign. During the ANC/government bilateral talks last year, mass action took a back-seat. This year we are getting into gear again and we are going to mobilise our members. The food campaign is going to be one of our major efforts"

Despite the focus on the elections, Arendse is adamant that trade union issues will not take a backseat in the coming months

"Workers join the trade union because they believe their problems



Jonathan Arendse, general secretary of Cosatu in the Western Cape

will be taken up there, so trade union issues cannot take a back-seat. "There will still be wage bargaining and bargaining over conditions of employment. There is also centralised bargaining in all sectors of the economy. We are going to have to set up and maintain the necessary mechanisms so we, too, can play our part in labour negotiations," he said

Arendse, however, is not hopeful that an interim government would revolutionise labour relations

But he believes an interim government would be able to halt unilateral restructuring in the economic sector

"We are not saying there should be no restructuring at all, but it must be to redress socio-economic imbalances. We need an interim government to stop unilateral restructuring

"The government is trying to privatise as many state assets as possible before an interim government takes over. All restructuring is designed to weaken a future democratic government"

KAREN WILLIAMS

Call for stay on labour law

CAPE TOWN — The National Manpower Commission yesterday signalled its intention to press the Bophuthatswana government to stay the implementation of its controversial Labour Relations Act.

Manpower Minister Leon Wessels said the commission had noted "with concern" the possible implementation of the Act and he had conveyed this to government. The commission felt implementation would harm employees and employers and could lead to intensified labour conflict. The newly restructured commission had unanimously asked government to "prevail on the Bophuthatswana government to stay the implementation of the legislation".

Government plans to take up the issue with the Bophuthatswana government, but officials said they were not overly confident of their success.

The commission motivated its request

by saying that further discussions were necessary in the light of the proposed re-drafting of the SA Labour Relations Act and the discussions regarding a new political dispensation for SA.

Cosatu, a leading member of the commission, has long opposed the legislation, believing it to be aimed at effectively banning the federation from operating in the territory. A provision of the legislation holds that only unions registered in the territory will be recognised.

The legislation was due to be implemented last year but was held back after objections from labour and business.

The commission said labour legislation should have all role players' support, especially as the labour market and the economies of the two countries were interwoven.

140A
TIM COHEN

5/10/93
17/2/93

an ANC ticket "if the ANC requested it" According to Niehaus, there will be figures from Cosatu (and the SACP) on an ANC list "and the NUM is part of Cosatu." The ANC's crucial list of candidates (as part of an election to be fought on the basis of

to be highly controversial, if not rejected outright

Even though Cosatu is a formal part of the ANC alliance, the NUM's overt foray into party politics at this point in the transition may be a little naive, politically, and runs the risk of dividing its membership. That's the view of labour consultant Pat Stone, of Andrew Levy & Associates. Stone points out that the NUM has been very successful recently in recruiting white miners who, though they may appreciate the union's effectiveness in securing better service conditions, are unlikely to share the leadership's political leanings

Even if a quid pro quo is being sought with the ANC, it is somewhat naive to expect the kind of formal concessions it wants from a future government. Observers point to the fact that three days after Zimbabwe became independent, its new Labour Minister was ordering strikers back to their jobs. And, about the time of the collapse of the Soviet bloc, Cosatu general secretary Jay Naidoo was saying he did not see unions becoming "mere transmission belts" of whatever government was in power

There has been an unresolved debate within the union movement over the question of a social contract, observes Centre for Policy Studies director Steven Friedman. The question seemed to be whether such a contract, or accord, should be struck between labour and business, or between labour and an incoming government. Those opposed to the latter point to the failed social contract under a Labour government in Britain in the Seventies, while to others a claimed success is the example of the accord between Australian unions and their government

Cosatu sometimes seems torn between the National Economic Forum, in which it participates, and striking a deal with the ANC over union demands and independence in the future. However, the two are not mutually exclusive. It is perfectly appropriate for any union to strike deals with any party it wants to — but this does not remove the need to negotiate some form of economic compromise with business, which is not going to go away, says Friedman.

The issue is in reality not the NUM's demands, which are not out of the ordinary in trade union terms, but rather the propensity to compromise

This will be tested once again next month when the NUM and the Chamber of Mines begin their annual wage bargaining. The union's programme of action includes a demand that companies planning retrenchments must negotiate a "social plan" with the NUM. This is to cover elements such as sufficient notice for counselling and planning for the future, worker certification to reflect skill levels before they leave, health screening, recall procedures, minimum severance pay of two weeks for each year of service, and training and job creation programmes

It will aim to negotiate a "social plan fund" within each company, to which employers will be required to make a monthly



NUM's Motlatsi . . offering worker MP candidates to ANC

proportional representation) has, understandably, still to be finalised. It is waiting for proposals from the regions. What will be interesting, of course, is just how many unionists will be on the list and, more important, how far up they are placed

Motlatsi's suggestion came after the NUM's central committee meeting last weekend when, among other things, it was decided to support a "reconstruction accord" between Cosatu and the ANC. Such an accord would include

- The rights of workers as embodied in the Workers' Charter being protected and guaranteed by an ANC government,
- Consultation with the democratic forces and accountability of leadership to be entrenched in the way the new government operates;
- A programme of action on poverty, job creation, education and training, and
- The accord should be a signed document that binds a future ANC government

On the basis of such an accord, the NUM decided to give its "fullest support" to the ANC's election campaign

The union wants to establish an election campaign fund (in conjunction with Cosatu) for a voter education drive among its members and people in rural areas, many of whom are illiterate and ignorant of election procedure. The NUM will also offer its "grass-roots leadership skills" to assist the ANC during the campaign

It has also decided to ask the ANC to ensure that workers from neighbouring states, who have worked here for more than five years, are entitled to SA citizenship "and are included on the voters roll." This smacks of constituency loading and is bound

LABOUR FM 19/2/93
Uncertain ground

Though the ANC will contest the forthcoming elections strictly under the banner of the ANC, it will probably also be representing the different parts of the alliance — Cosatu and the SA Communist Party, specifically. There is, therefore, "no problem in principle," says ANC spokesman Carl Niehaus, with the suggestion by National Union of Mineworkers' president James Motlatsi that the union would put forward candidates on

THERE is a radical new mood blowing through Cosatu. Like a forest in a gale, it is visible only in Cosatu's top structures, and particularly among its big battalions — the NUM, Numsa and the SA Clothing and Textile Workers' Union (Sactu) which together comprise well over half Cosatu's 1.2-million members.

It is a mood still deeply rooted in Cosatu's goal of economic and social justice for the working class and poor. But the wind of change in Cosatu's thinking is about how these goals are to be achieved.

Born in a state of emergency and bred in the trenches of the mass struggles of the '80s, the seven-year-old Cosatu has known only the strategies of resistance all its life. Although resistance was combined with a commitment to negotiating settlements where possible, the federation always expected to achieve its goals in struggle against "the bosses and their government".

But in the past six months, following the successful stayaway last August and the defeat of Numsa's national strike in the metal and motor manufacturing industries, and given that its political ally the ANC will soon be in government, Cosatu's thinking has moved from resistance to reconstruction.

While there is a sizable minority of influential campaigners in Cosatu who still believe the workers' movement should continue to mobilise mass action against government for a transfer of power, the dominant thinking among Cosatu leaders is to try other active means to secure workers' interests in the future.

Currently under discussion in Cosatu — and also in the ANC, SACP and other anti-apartheid organisations — is the idea of a reconstruction programme. Cosatu's idea is that the programme should form the basis of an ANC election platform — and that its support for the ANC in the election would be conditional on the ANC committing itself to a reconstruction programme which would culminate in a signed "recon-

Cosatu shifts from resistance to reconstruction

B10A
25/2/93

DIRK HARTFORD

(140A)

struction accord".

In the election phase the essential elements of the programme would be sloganised around basic socio-economic issues like jobs, education and training, health, housing and social services. But Cosatu envisages a process where a much more detailed programme — around the "pillars" of job creation, human resource development, extending social services, tackling poverty through economic reconstruction and individual and collective rights — will be struck with the ANC, and which the ANC will be duty-bound to implement when it is part of the new government.

The programme would be specifically directed at practical steps to "reconstruct the economy" and would embrace — as far as is possible — a wide layer of youth, civic, religious, small business, women-end cultural organisations.

Unlike "social accords" in some European countries, Canada and Australia, Cosatu is concerned that its accord with the ANC also delivers to the unorganised and unemployed sections of the working class, and is not a deal stitched only between big government, big business and big labour.

Cosatu is mindful of the fact that it, too, must deliver on some issues if

the accord it desires is to stick. The obvious area is wages where the previously unthinkable is already being discussed in Cosatu — to adapt its living wage campaign to become more flexible and holistic on issues like wages, the "social wage" and collective bargaining. Even the idea of wage restraint could be open to debate if there are sufficient trade-offs on other non-wage issues.

Other ways in which Cosatu could be preparing to move are to a more flexible approach on centralised bargaining — two-tier bargaining is being mooted in some unions — and a more active approach to addressing productivity concerns. It is unlikely to entertain any kind of formal "no-strike" deals, but this does not preclude efforts to create a more stable industrial relations climate in the context of economic reconstruction and industrial restructuring.

In Cosatu's ranks, the reconstruction initiative is being driven by big and well-organised unions already deeply involved in discussions around restructuring in their own industries. Tripartite forums in the mining (NUM), clothing and textile (Sactu) and the motor manufactur-

ing and electronics sectors (Numsa) have helped pave the way for the new approach.

And Cosatu's own involvement in structures like the national economic forum, the National Manpower Commission and a whole range of forums covering housing, drought, education and electricity have helped concentrate labour representatives' minds on how to solve these problems.

Cosatu is likely to get its reconstruction campaign into gear next month and to launch it officially at its campaigns conference at the end of March. Further down the line, there is talk of a "commission for reconstruction and development" with other organisations, leading to a conference to reach agreement on the accord.

By developing its own agenda on reconstruction issues, Cosatu hopes to avoid, as it sees it, being made hostage to the programmes of other actors like the IMF, World Bank and a new government. If its agenda is "mass driven" and rooted in and understood by the poor, Cosatu believes it will be able to ensure that reconstruction will really start to deliver to those who need it most. The new thrust will bring with it new priorities for Cosatu. These include a drive for financial self-suffi-

ciency where the issue of an agency or closed shop could appear on the federation's campaign agenda. Cosatu's rationale seems to be that if it is going to address, through negotiation, issues that will benefit the poor, there should be no free riders in the factories where it is organised.

Cosatu would like to become actively involved in industry and public sector restructuring, in securing paid time off for shop stewards in all its affiliates to be properly trained and educated for the new tasks they confront, and in ensuring that affordable social security and public funds (for job creation schemes, for example) are effectively utilised to address the needs of the poor.

It also wants to negotiate trade and tariff policies that do not threaten the viability of industries in the reconstruction period, by walking the fine line between accepting the need for greater international competitiveness, while simultaneously providing enough, if gradually decreasing, protection to ensure those industries survive.

There are also possibilities of the federation using its influence to coordinate a massive national provident fund — by drawing on the pool of funds its affiliates either control or have a significant say over — to give it the financial clout to address some of the socio-economic issues on its agenda.

All of this presumes — and this is the new challenge facing both employers and government — that Cosatu and its allies are treated in every respect as equal partners in addressing the socio-economic challenges now facing SA. For if the new mood in Cosatu is to last, it will have to demonstrate to its constituency that it works.

Mass action worked in the period of resistance in bringing the unions to the "major role player" status they have today. Employers and government will have to take on board Cosatu's concerns — with the whole range of concessions and financial consequences that they imply — if Cosatu's leadership is to prove its internal critics wrong and leave the politics of permanent resistance behind.

LABOUR

A little discord with the accord

W/M 26/2-4/3/93

The ANC-Cosatu 'Reconstruction Accord' — election pact meets Marshall Plan — has enthusiastic support from some unionists but others are worried about the top-down approach. By **FERIAL HAFFAJEE**

THERE is some discord over a "Reconstruction Accord" or election pact the Congress of South African Trade Unions is planning with the African National Congress and others

But the federation's two biggest affiliates have given it the thumbs-up. Last week the 270 000-strong National Union of Mineworkers gave the accord its "unanimous support". And sources indicate that the national executive of the 273 000-strong National Union of Metalworkers of South Africa "will support the accord". Although still in drafting, the accord is intended as a Marshall Plan to rebuild the economy, tackle unemployment and provide basic benefits and services, (national health, national pensions, housing and electrification) under a new government.

It will probably form a sizable chunk of the ANC's election manifesto and, believes the federation, "it offers something for the non-ANC members of Cosatu as well as members of other trade unions. to which many coloured and Indian workers belong".

This plan can also win more voters "than an election platform of empty promises", believes Cosatu

The accord would work in three parts: a joint election platform, a programme to plan exactly what the accord will look like and who it would include and then finally implementation and

No more yellow machines

W/M 26/2-4/3/93

By **LISA SEFTEL**, Cosatu campaign co-ordinator

FOR the Congress of South African Trade Unions, job creation is the number one priority at the National Economic Forum (NEF) and it is at the top of the list of issues we would want included in a Reconstruction Accord.

While our chief concern is to restructure the economy to create long-term sustainable jobs, our second strategy hopes to address, the more urgent crisis of jobs and poverty through a national labour based public works programme.

It is reliably estimated that a budgetary allocation to a public works programme of R6-billion could create more than 300 000 jobs.

For Cosatu, a labour-based public works programme is a well-conceived and organised set of projects that is capable of large employment creation, skills training and infrastructure

monitoring once a new government is in place

The ANC's new plans for a five-year government of national unity may throw things into disarray. Not necessarily, believes Lisa Seftel, Cosatu's campaigns co-ordinator. Although it is "ANC-Cosatu" driven, anybody who supports its ideals can become a party to the accord.

Seftel says Cosatu head office officials have made Reconstruction Accord presentations to affiliate unions "who have given it wide support".

This may be so, but the very fact that the campaign is being taken from the head office down to the affiliates has caused some consternation.

"The process of its implementation and development came from the top and not from the bot-

A key aspect of the programme is the fact that it is labour-based, therefore able to employ significantly more labour per unit of expenditure than in conventional capital intensive methods of construction. No more yellow machines on site.

Cosatu has been part of the Employment Task Force of the Consultative Forum on Drought which is planning a public works programme. The programme could be launched in April if it is approved at the NEF and public funding made available.

Cosatu is also negotiating with the five civil engineering federations through the National Committee for Labour Intensive Construction to hammer out an agreement committing the civil engineering industry to labour-based construction on state projects.

tom," believes National Union of Metalworkers of South Africa official Roger Elkind, speaking in his personal capacity.

"There is not a single (congress) resolution of Cosatu that allows the federation to go this far," believes a labour analyst, adding "to go this far, a special Cosatu congress is necessary".

Salim Vally, a national education officer at the South African Commercial, Catering and Allied Workers' Union, also speaking in his personal capacity, says "decision-making is being ceded to individuals and Cosatu needs an open debate on worker democracy and the impact of the accord on trade union independence

"Part of the problem is that you need accessibility experts to simplify the mountain of mater-

al on economic issues

"Unions just don't have the time to discuss these issues," he says

Elkind says the accord has no "mass currency" and "without mass support, it will have no teeth"

Some of the federation's campaigns are "over-centralised and have not achieved their objectives". He cites the anti-VAT and the Anglo-American campaigns as examples

Vally suggests part of the problem is Cosatu's "abandonment" of key campaigns like the living wage campaign and the failure to convene the workers' summit "Policies can't be made in a vacuum," he says

National Education, Health and Allied Workers' Union general secretary Philip Dexter, speaking personally, said the accord is "positive for labour" because the ANC has no real labour policy"

But he warns "Without campaigning, the accord will be meaningless"

Vally suggests unions negotiate time off to allow workers to discuss issues like the NEF and the accord and that Cosatu campaigns be revitalised

Cosatu should build up a set of key demands related to the accord, like a moratorium on retrenchments, around which workers can mobilise

Elkind doubts whether an ANC government or a government of national unity will be able to deliver on workers' expectations: "The Reconstruction Accord can be used to control the expectations of the masses," he says

"Cosatu is convinced that the ANC is the only political organisation with the will and capacity to implement such a programme of reconstruction and development," the federation said in a statement this week

Cosatu marches for workers' rights

Sowetan 25/2/93

By Ike Motsapi

140A
NO STAY-AWAY Four other West

THE BATTLE by the West Rand region of the Congress of SA Trade Unions for the reinstatement of workers dismissed by Kopp Plastics and Cobra Watertech during Cosatu's strike last year intensified yesterday

The workers were dismissed for staying away from work on August 3 and 4 during a national legal strike for better wages

More than 300 Cosatu members yesterday marched to the offices of Kopp Plastics to demand that the company rehire the 86 employees who were dismissed during the mass action, organised by the African National Congress and its allies

Another march will be held tomorrow, when Cosatu will demand that the 250 workers dismissed by Cobra Watertech be re-employed

Other companies which have been targeted for increased pressure to re-

Rand firms also targeted in march for dismissing workers for legal strike:

instate dismissed workers are Karnic Engineering, Speed Mark-Africa Roller, Pratley Manufacturing and Trans-Natal

Managements of these companies have been urged to respond "positively to these demands within 14 days otherwise residents will discuss and take decisions against businesses in the area"

Appeal to unemployed

Mr Abissai Nkoe, a spokesman for Cosatu's West Rand Workers Forum, said yesterday "On Friday workers will start gathering near Pieters Engineering in Luipaardsvlei at 9am

"We, therefore, appeal to all the

unemployed youth and/or retrenched, dismissed and unemployed workers to join our march, especially those from Kagiso I and II, Munsieville and Swaneeville," Nkoe added

He stressed that tomorrow's action was not a work stay-away and appealed to pupils and working parents not join the march

"We, the Cosatu West Rand Workers Forum, herewith register our protest and dissatisfaction against your managements for the manner in which you have unfairly dismissed our members," the forum said in a memorandum to the companies.

All the companies operate on the West Rand

United front for health workers

140A
429

SOUTH 27/2-3/3/93
WESTERN Cape health workers will now face employers with a united front following the launch at the weekend of the regional branch of the National Education, Health and Allied Workers' Union (Nehawu).

Nehawu's city, Bellville and Worcester branches as well as the Western Cape branch of the Health Worker's Union have integrated, ending six years of rivalry between the unions.

The congress resolved to unionise workers in rural areas, develop a code of conduct for the public service, improve education and training in the union and to discuss the five percent pay increase offered to them.

Other resolutions included considering the restructuring of the public service and the amendment of the Public Service Labour Relations bill

The following office-bearers were elected:

- regional chairperson — Mr Solly Ngwenze (previously Nehawu interim regional secretary) 27/2-3/3/93

- regional vice-chairperson — Mr Michael Makwayiba (HWU president)

- regional treasurer — Mr Wilfred Alcock (Nehawu interim regional chairperson)

- regional secretary — Mr Dale Forbes (HWU general secretary)

Meanwhile the South African Health and Social Services Organisation has condemned the SA Nursing Council for taking disciplinary action against nurses who participated in a strike last year — **Waghied Misbach**

Eleventh hour move on law

Sowetan 1/3/93

140A

■ **CONFLICT CONCERN** Cosatu steps in to

prevent implementation of labour legislation:

By Ike Motsapi

THE CONGRESS OF South African Trade Unions has sent an urgent appeal to the Government and the chairman of the Goldstone Commission to force Bophuthatswana not to implement a controversial labour law today

Cosatu warned yesterday that a crisis situation was developing in the homeland regarding the unilateral implementation of unacceptable labour legislation

In letters to Mr Pik Botha, Mr Leon Wessels, ministers of foreign affairs and manpower respectively, and Mr Justice Richard Goldstone, Cosatu said it appeared that the homeland authorities were "intent on implementing the new Industrial Relations Act on March 1"

The legislation, if implemented, will ban trade unions from outside the homeland from

operating in Bophuthatswana

Mr Sam Shilowa, Cosatu's assistant general secretary, said the trade union federation has in the past objected to the implementation of this legislation "The legislation fails to provide workable and acceptable dispute resolution mechanisms and will accordingly not facilitate stable labour relations

"In addition, it falls foul of the standards of the International Labour Organisation's Fact Finding and Conciliation Commission to South Africa which said the country is responsible for what happens in that homeland

"Of immediate concern is the impact that the implementation of this legislation will have on labour relations in Bophuthatswana and South Africa, given the prohibition placed on the country's linked trade union," Shilowa said

He said Cosatu's concern was that the legislation will increase tensions and the possibility of violent confrontation if implemented

Apologise over VAT, Govt urged

Star 2/3/93

By Zingisa Mkhuma
Consumer Reporter

The Government should apologise to the public for turning value added tax into a revenue-collecting machine, VAT Co-ordinating Committee (VCC) spokesman Dr Bernie Fanaroff said yesterday.

Fanaroff, who was speaking at a Budget summit in Johannesburg, said the main purpose of VAT was to bring down production costs and increase capital investment, but the Government had turned it into a revenue-collecting machine.

The summit was held to discuss the March 17 Budget and the "lack of progress" in persuading the Government to zero-rate basic foods and some services.

Fanaroff, however, said an agreement on zero-rating could still be reached with the Government after further

talks

He added that the cost of Government corruption and mismanagement was equivalent to 3 percentage points of the 10 percent of VAT.

The summit was attended by delegates from the ANC, PAC, Cosatu, Nactu, church groups and small-business organisations.

VCC and Cosatu delegates will meet Finance Minister Derek Keys on March 9. Cosatu's proposals, which were adopted at the summit, will then be tabled.

The proposals include the zero-rating of basic foods, electricity, water, medicine and medical services, assistance for small business in respect of the effects of VAT, the urgent establishment of an emergency feeding scheme, and the immediate equalisation of pensions.

Other proposals are the disclosure of how tax on petrol is used, the stabilisation of basic food prices, and that expenditure on areas of corruption and waste be cut.

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Numsa considers 'let's work it out' approach

8/20/93

NUMSA's 230 000 members are discussing a new approach to collective bargaining in the metal, motor and vehicle manufacturing sectors that would mark a radical departure from its militant and confrontational style.

Essence of the new approach is that the union negotiates a broad three-year programme of wages and industrial restructuring where wages, skill development and grading would be planned and negotiated over three years.

It is envisaged that the wage negotiations will be linked to a grade reduction process designed to lay the basis for developing world-class manufacturing in the industries Numsa has organised.

These proposals are contained in a document currently under discussion, but Numsa leaders refuse to comment on its contents, saying only it is part of series of union debates under way.

The document has the support of Numsa's collective bargaining and national executive committees and is being discussed in the union's regions and at general meetings before being referred to Numsa's central

executive for a final decision

It fits into Cosatu discussions around a "reconstruction pact", as well as being underpinned by similar ideas addressed in Cosatu's two other big affiliates — the NUM and Sactwu.

It follows last year's defeated three-week national strike in the metal and motor assembly industries. And it mirrors the other major turn in Numsa's history when the then Metal and Allied Workers' Union joined the metal industrial council in the early '80s after a series of plant level strikes

The document implicitly acknowledges that several major campaigns of the union — like for a living wage in the industry, for centralised bargaining and even for job security — will have to take a back seat, or at least be revisited in the context of the new approach

The new approach boils down to accepting joint responsibility (with employers) for finding solutions to the crisis of the metal and motor assembly industries

Numsa would propose measures it believes necessary to turn the manufacturing sector into one capable of

140A

The proposals — broadly speaking — rest on the belief that a major contribution to rebuilding SA industry can be achieved by using education, training and work organisation to drive wages policy.

It wants more modern, flatter, management structures, a life-long career path for all workers and a more skilled and less supervised workforce.

It also involves putting in place at plant level new work systems that ensure all workers have the opportunity to exercise their skills.

It specifically suggests a reduction to seven grades instead of the myriad of different grades that exist currently, especially in the metal industry. These grades should include flexible skills, rather than narrow task or craft definitions. It suggests negotiations, after three years, should focus on a percentage increase for the artisan grade with wages in other grades automatically adjusted in terms of the settlement reached at artisan level

The union, the document recommends, should continue fighting for a 40-hour week — possibly in exchange

for flexible working arrangements — for training leave as a right for all workers and for a common "benefit package" for the industry including normal leave, bonus, retirement, medical, parental and other benefits.

The new grade system would provide for a career path for workers, recognition of prior learning of workers, multiskilling, measures to prevent workers being de-skilled through the introduction of new technology and safeguards for women workers.

Issues of tariffs, export incentive schemes, sector industry authorities and industry protection policies are also addressed in the proposals, all within the context of defending the industry while radically restructuring it to meet the challenges of a world market where protectionist strategies are falling away

Although not Numsa policy yet, chances are good it soon will be. And given the central role Numsa has played in fashioning Cosatu policies, the majority of Cosatu unions are likely to pick up the new direction in their own industries under an overall Cosatu vision of a reconstruction pact with the ANC for post-apartheid SA

DIRK HARTFORD

competing on the world market, while also delivering jobs, skills, education, social benefits and affordable consumer products to workers in SA.

At first sight, such an approach is one employers will no doubt welcome. Wages and industrial action would be unlikely to be as central-stage as they have been.

In addition, a far more flexible attitude to centralised bargaining, with the possibility of introducing a two-tiered bargaining system, is being mooted.

It is these the union will inevitably have to "offer" in order to obtain a key role in co-managing restructuring of industries on the lines the document suggests.

But the challenge for employers in the new approach is not, as in the past, who will triumph at the barricades. Rather it will be whether employers can accept the German-style co-determination approach that underlines the proposals.

REVIEWS

Cosatu
Star 4/13/93
seeks deal

to provide
(140A) (1218)
more jobs

By Mike Siluma

Cosatu yesterday called for the speedy institution of a national public works programme to alleviate unemployment

At a press briefing in Johannesburg, Cosatu said it had made unemployment "a number one priority at the National Economic Forum".

Cosatu revealed that it was negotiating a deal with the civil engineering industry which would "commit the (industry) to maximise the use of labour-based construction methods on State projects".

Part of the agreement's objective would be to ensure that all public authorities called for tenders which used labour-based methods

Cosatu called on the Government to ensure that the Budget was orientated towards job creation programmes

Cosatu unveils job creation plan

ERICA JANKOWITZ

COSATU yesterday unveiled its job creation proposals, including an appeal to the civil engineering industry to commit itself to labour-intensive construction methods on state projects

(140A) (140B)
Cosatu general secretary Jay Naidoo told a news briefing the construction and civil engineering sectors had shed about 70 000 trained workers in the past few years. As a result, Cosatu had approached five civil engineering federations to secure an agreement on labour-intensive building.

Job creation has been identified as the top priority by the National Economic Forum and by Cosatu's planned "reconstruction programme" with the ANC. Cosatu hopes a national job creation programme will be launched by April next year.

Naidoo noted that the contraction in jobs in general since 1991 had cost Cosatu about 150 000 members.

The Cosatu civil engineering initiative

formed part of its public works programme, proposed at the economic forum. It aimed to provide infrastructure to communities and skills development for workers involved in the projects.

For these workers, Cosatu proposed task-based rather than time-based payment, but related to the industry's minimum hourly rates. This would be agreed between the funding body (the state), trade unions and the local community.

Naidoo said Cosatu's direct approach to the civil engineering fraternity meant bypassing state involvement in job creation in this sphere. The onus would be on the civil engineering concerns themselves to adopt a labour-intensive approach.

Cosatu had also submitted a proposal to the economic forum for a directive on state projects whereby the state should favour labour-intensive tenders.



Cosatu votes for ANC

140A

~~140A~~

Sowetan 4/3/93.

By Ike Motsapi

■ **POLL DEAL** Giant trade union federation

seeks agreement on a Reconstruction Accord:

THE Congress of South African Trade Unions (Cosatu) will back the African National Congress in elections for a government of national unity and reconstruction

The ANC has changed the wording of "government of national unity" to one of "national unity and reconstruction" and will be holding a conference on Reconstruction and Development in June

Countrywide demonstrations will be held on March 16 to protest against the anticipated "tough Budget" to be tabled in Parliament by the Minister of Finance, Mr Derek Keys

Cosatu warned that the Government would be committing political suicide if it went ahead and

increased the Value Added Tax (VAT)

On elections, Cosatu wants to get a guarantee from the ANC that it will, together with other democratic organisations and trade unions, develop a Reconstruction Accord which should serve as a basis for an election platform

Mr Jay Naidoo, general secretary of Cosatu, said a Reconstruction Accord should be seen as setting out a framework within which organisations of the poor and working people will reconstruct the economy in future

Naidoo said the accord would commit the ANC to implementing the agreement reached

by all the concerned parties

Cosatu strongly believed that the central feature of the accord would be the Budget

Naidoo said "We have been fighting apartheid all our lives and we do not know what the new government will be"

Naidoo stressed that members of Cosatu, who did not support or belong to the ANC, would not be forced to support the organisation during the elections. He believed, however, that after agreement was reached on the Reconstruction Accord, people who were not ANC members would support the organisation

C15/3/93

Cosatu calls for ANC election pact

(UOP) Own Correspondent ~~201/1~~

DURBAN — Cosatu, the country's largest trade union federation, has indicated a willingness to enter into a "reconstruction pact" with the ANC in its forthcoming election campaign.

It will demand certain guarantees from the ANC regarding worker's rights, in return for backing the ANC during the election campaign.

The federation's general secretary, Mr Jay Naidoo, said Cosatu wanted a new government to ensure basic trade

union rights for all workers. This included the right to strike and the right of trade unions to intervene on all issues relating to the health and safety of workers and the poor

The pact would lay the basis for changes in Cosatu's alliance with the ANC in a post-apartheid South Africa.

Cosatu also wanted a new government to provide a comprehensive programme of education and training to upgrade and empower workers, youth, students and the unemployed

Revenue system revamp sought

COSATU wants an independent tax commission established — including "civil society" representatives — to draw up a more effective and equitable tax system for the "transitional executive council" by September

It expects the commission recommendations to be included in the 1994 Budget. Cosatu's proposals for a tax commission are supported by the DP and the VAT Co-ordinating Committee General-secretary Jay Naidoo said Cosatu also supported a proposal of the business delegation to the national economic forum for an independent and comprehensive audit of all government departments.

Naidoo said Cosatu was not negoti-

140A
DIRK HARTFORD

ating on this year's Budget with government. But it welcomed Finance Minister Derek Keys's "open approach" VAT, which had done nothing to stimulate the economy, was merely a revenue instrument for a government guilty of the most monstrous corruption and waste.

It was completely unacceptable for government to increase VAT — hitting poor people hardest — while corruption, golden handshakes and perks among civil servants continued. He warned of Budget demonstrations, but doubted there would be industrial action.

A GLIMPSE of exciting future possibilities of worker involvement in industrial development — and regret over lost opportunities — emerged at an SA Clothing & Textile Workers' Union (Sactwu) open school recently.

On one day of the proceedings, industry leaders entered into an open debate with 70 shop stewards and union officials on the way they ran their companies, the rationale for industrial policies and what could be done to address problems facing the clothing and textile industries.

Frame group executive chairman Mervyn King was questioned, for example, on his views on national collective bargaining. Edgars' MD George Beeton was asked why Edgars stores were so pretty and yet sold such expensive clothes.

King said afterwards he was impressed with the delegates' awareness of problems in the industry, adding that "economic reality has entered the workplace."

The open school was part of a process within the union to debate industry issues, formulate policy and take an active part in the restructuring of the clothing and textile industries. As Sactwu deputy general secretary Ebrahim Patel puts it, it is up to the trade union movement to take the initiative in revitalising the economy, as the predominantly white management corps is paralysed by uncertainty over a future SA

There is, he says, a lack of management commitment to long-term thinking and an absence of innovation and dynamism. Capital's drive to make profits is missing. In addition to the political turbulence, decades of apartheid and an inward focus have stunted management's creative abilities.

"In these circumstances the labour movement has an historic duty to be that innovative force within industry. Whereas traditionally trade unions were involved with consumption issues such as rates of pay, the crumbling of apartheid has forced them to confront the issue of economic growth in order to address the massive unemployment and vast inequalities in our society. Unless we

Clothing industry shows potential for true partnership

BLOOM 8/3/93.

LINDA ENSOR

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can produce strong economic growth in the manufacturing sector, the likelihood of our establishing a stable democracy is just about nil.

"We have become convinced there are major structural problems in our industry which limit economic growth and the possibility of wages being increased."

Sactwu has become a major player in deliberations on a future clothing and textile industrial strategy and is represented on the government-appointed committee formulating these plans. Patel himself has played a vital role in assisting the feuding clothing and textile federations to sit round a table and seek agreement on the way ahead.

The focus on broader economic issues has meant a shift from consumption to investment issues in the formulation of future trade union strategy. While there is much talk of wage restraint to achieve economic growth, Patel is sceptical. He believes the shift should take place in the restructuring of the total income package rather than in its reduction. He accepts there is a tension between investment and consumption which may involve short-term sacrifices. But he believes it is possible, if the mix is right, to convince workers that their own long-term consumption needs will be better addressed by a focus on investment issues. More simply, chances of higher wages are greater if strong

economic growth is sustained.

In practical terms, he says, the trade-off between investment and consumption can be made by restructuring the total package to make more resources available for training. There is also a need to restructure the grading system to take greater account of skills, giving workers an incentive to improve skills and productivity.

Patel's scepticism about wage restraint stems partly from his union's rejection of a low wage growth path for manufacturing in SA generally and his union's industries in particular. There is no way, politically and socially, SA can attempt to compete with China's low wage clothing industry, and it will have to look at producing high value-added goods instead.

"Wage restraint, seen as always getting workers to accept wage increases below inflation, is not feasible. In any case, the impact of wage restraint on the final cost of goods is minimal."

To gain worker support and involvement in an investment-focused strategy, Sactwu initiated the debate among members, and they have developed an impressive level of awareness. As Patel says, "the pro-

cess by which you make policy is as important as the policy you make."

The shift in emphasis to a commitment to economic growth and job creation has meant that the union has had to adopt a pragmatic approach to labour policy in the TBVC states and in small business.

Sactwu will lobby for TBVC states to fall under a national wage agreement when they are reincorporated into SA. But Patel is cognisant of the impossibility of insisting on wage equality in the short term because of the absence in the TBVC states of certain key advantages present in urban areas, such as proximity to major markets, the presence of a sound infrastructure, and a relatively higher level of productivity of all factors of production.

"The costing of those companies is such that immediate wage parity would force them to close down. We need to come up with a programme aimed at bringing their wages more into line with urban wages over a period of time, while simultaneously restructuring the industries in those areas to give them some of the advantages of urban-based companies."

The same applied to small businesses, which were likely to be a central driving force in economic growth and which currently form the backbone of the clothing industry in SA. Sactwu has opposed the view held,

among others, by the Small Business Development Corporation that small businesses be exempt from labour agreements and regulations. Rather than promote small businesses through exemption, the union would like to provide them with support in overcoming disadvantages they experience because of their size — for instance, unavailability of cheap capital and lack of infrastructure for marketing, export promotion and training.

However, while there is no blanket exemption from industrial council agreements granted to small businesses in the clothing industry, the union has adopted a flexible approach and will, for example, grant an exemption in the firm's first year to allow it to overcome its teething problems.

The same dilemmas experienced with regard to TBVC states and small business can be found on a larger scale within the Southern African Customs Union and within the broader southern African region — Botswana, Lesotho, Swaziland and Namibia — which means goods produced under low wage conditions in those countries are imported into SA duty free. Rather than break up the customs union, Sactwu is moving towards unionising workers in those countries to create uniformity of wages and working conditions.

This principle has also been extended to the whole of southern Africa, including Zambia, Zimbabwe, Angola and Mozambique. Sactwu is developing trade union links with these countries so that it can lobby for integration of social programmes and labour rights at a later stage when economies open up and a single market in southern Africa becomes a reality.

The union's vision is broad, deep, exciting and perhaps has the capacity to galvanise its members to perform feats hitherto unimaginable in SA. It believes new ideas can flow to management once the channels of communication open up, and who knows what allies management will find in their workforce? As Beeton said at the open school, Edgars' pretty stores are continually a bone of contention between him and his development manager.

Cosatu aims at co-ordination

ERICA JANKOWITZ

COSATU has resolved to co-ordinate a meeting of all its public sector unions on March 13 to ensure no arbitrary action is taken by the SA Democratic Teachers' Union (Sadtu) without the involvement of other civil service associations (140A)

Speaking at a briefing yesterday on resolutions adopted at the central executive committee meeting at the weekend, Cosatu general secretary Jay Naidoo said the proposed 5% wage increase applied to all civil servants and a "chalk down" should be viewed as a last resort if discussions broke down (140A) 9/13/93.

Cosatu supported Sadtu's core demands of a living wage, an end to retrenchments and unilateral restructuring of the civil service, he added

The committee had also proposed the establishment of a single union for the service sector incorporating the National Education, Health and Allied Workers' Union, the SA Municipal Workers' Union, the SA Railways and Harbours Workers' Union and the SA Domestic Workers' Union

Other resolutions adopted dealt with the role of Cosatu and its office bearers in the

election campaign, its position on homeland reincorporation, its approach to the Budget and the restructuring of the SABC

There was no ambiguity in Cosatu's support of the ANC in elections, Naidoo said, and to this end all shop stewards would be involved in a programme of voter education at factory floor level

Companies would be approached to grant paid time off to shop stewards to implement this programme

On the issue of office bearers and political appointments, Naidoo said that no individual decisions would be taken as such appointments could seriously weaken the trade union movement

Naidoo said all national states would have to be integrated into SA immediately Labour legislation in these territories must comply with international standards

Naidoo said if no agreement was reached with Finance Minister Derek Keys today, there would be demonstrations at factories and a campaign which would continue after Budget day

NEWS Dispute rages over Codesa name • Cosatu determined to help poor

Ex-radio man dies

■ Masumbuka's funeral on Saturday at noon:

FORMER South African Broadcasting Corporation radio announcer and sports commentator Mr Elijah Thetha Masumbuka (52) died at his home in Kwa-Mhlanga, KwaNdebele this week. Masumbuka, of 1037 A Kwa-Mhlanga, died of heart failure at his home on Sunday night. At the time of his death he was employed by the KwaNdebele government as senior chief administrator.

He is survived by his wife Manana and two children. He will be buried at the Kwa-Mhlanga Cemetery on Saturday at noon. The funeral service will be held at the local community hall from 9 am

Cosatu warns of 'a very bleak future'

140A
Sowetan 10/3/93

■ Union is planning to stymie any move to increase taxes:

By Ike Motsapi and Mzimasi Ngudle
THE Congress of South African Trade Unions yesterday warned of "a very bleak future" if the Government increased taxes in the coming Budget.

And, lunch-hour factory demonstrations have been planned countrywide on March 16, a day before the Budget is presented before Parliament.

In a memorandum presented yesterday to Finance Minister Mr Derek Keys by a delegation headed by the federation's assistant general secretary, Mr Sam Shilowa, Cosatu said it had made its position clear on several occasions

The last time the federation had explained its position was on March 1 during a summit convened by the Value Added Tax Co-ordinating Committee.

"We emphasise our vehement opposition to any increase in VAT or to any increases in other taxes which will add to the burden of the poor," the memorandum said.

Keys said he would consult his principals and promised to report back.

Cosatu said the essence of its views revolves around the following:

- Zero rating of basic foods, electric-

ity and water, medicines and medical services,

- Assistance for small business in respect of the effects of VAT,

• The urgent establishment of an emergency feeding scheme. The scheme and its implementation to be negotiated as a matter of urgency,

- A fund to support the public works programme of the Drought Forum and the National Economic Forum

"Unless a joint approach can be employed to tackle these problems, the way forward remains bleak for all."



International

'Consumers must receive benefits'

Govt drops VAT on some basic foods

B/DAM 1/13/93

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1400A

FINANCE Minister Derek Keys last night announced the zero rating of VAT on certain basic foodstuffs from next month — a move that will mean an immediate 10% reduction in some food prices

The decision, aimed at helping the poorest sections of the community, came after months of difficult negotiations with the Cosatu-led VAT Co-ordinating Committee (VCC) Keys described the deal with the VCC as "a meeting of the minds of two parties formerly at loggerheads". The VCC said the zero rating was "the best that could be achieved at the present time".

Keys's decision flies in the face of IMF advice to keep the system pure but goes a long way towards lessening the threat of mass action after the Budget.

The following foods would be zero rated from April 7: rice, fresh vegetables (dehydrated, canned and bottled vegetables are excluded), fresh fruit, vegetable oil used for cooking (excluding olive, soya-bean and cotton seed oil), milk (excluding condensed, flavoured, sweetened, evaporated and concentrated but including ultra-high temperature treated milk), cultured milk, brown wheaten meal, raw eggs and bean family vegetables.

The VCC regretted the decision not to zero rate red and white meat, white bread and fish.

An issue of major concern to Keys and the VCC was whether the price reductions would be passed on to consumers. Keys said the Food Logistics Forum had made a valuable contribution to bringing the "unbridled" rises in food prices during 1992 under control. "We appeal to them to play

an equally valuable role now in ensuring that the prices of the products concerned reflect their changed VAT status."

The VCC said it would approach the food industry and retailers to ensure the price decreases were passed on to consumers.

The VCC had also tried to secure zero rating of electricity, water, medical services and medicines as well as to extend the tax breaks to small businesses. Keys said, however, that it would be a "wasteful, expensive and inappropriate remedy" and that direct attention by the different authorities would be the correct approach. The Finance Department had facilitated the committee's access to these authorities, but would not be further involved.

The VCC said it had discussed with Eskom ways of providing cheaper electricity to poor communities. Eskom would propose to the National Electrification Forum plans for block tariffs which provided a cheap lifeline supply of electricity to households which consume little power.

Cosatu issued a statement last night warning that the zero rating of foodstuffs should in no way be seen as a trade-off for an increase in the general VAT rate. Noting that the rate was expected to rise to 12%-14%, Cosatu said: "We want to warn the government our people are not prepared for this, and are not prepared to accept it." It also regretted the decision not to zero rate medicines.

Keys said there were problems associated with the zero rating of products — it weakened the efficiency of the VAT system and distorted relative prices.

GRETA STEYN

Don't increase VAT, urges Cosatu

Staff Reporter

ARG 11/3/93
COSATU today welcomed the lifting of VAT from basic foods and appealed to Finance Minister Mr Derek Keys not to increase the VAT rate

The organisation, representing millions of workers, said the government should concentrate on controlling corruption, wastage and duplicated expenditure before considering increasing the tax burden

The basic foodstuffs zero-rated for VAT purposes are rice, fresh fruit and vegetables, fresh milk and certain cultured milk, brown wheaten meal,

eggs, and legumes and pulses (peas and beans) (140A)

Cosatu questioned why fish and white bread were not being exempted and criticised Mr Keys for refusing to zero-rate medicines, medical services, electricity and water

The zero-rating of basic foods should not be seen as a trade-off for an increase in the general VAT rate, Cosatu said.

The organisation remained "implacably opposed to any increase in the VAT rate, or other taxes affecting the poor and working people"

"Leaks to the media have attempted to prepare people for an increase in VAT to between 12 and 14 percent. We want to warn the government, our people are not prepared to accept it"

Mrs Ina Perlman, executive director of Operation Hunger — South Africa's largest food aid charity — said the decision to zero-rate more basic foods could "only be applauded"

Mrs Perlman said a "huge concern" was the increasing numbers who did not qualify for relief and could no longer afford to feed families."

● See page 4

Cosatu hits election trail

By FERIAL HAFFAJEE

THE Congress of South African Trade Unions will hold a special congress in September this year. Economic and political developments are too fluid to hold off policy changes until next year's scheduled congress, the federation decided at its weekend central executive committee (CEC) meeting.

Until then, though, next month's campaigns conference is likely to make far-reaching decisions on mass action campaigns to give muscle to the federation's political and economic programme.

The biggest campaign is likely to focus on Cosatu's election strategy. The federation decided at the weekend "to participate in the African National Congress election structures" and also to devise a voter education programme specifically for its members.

Voter education will be taken to the factory floor and Cosatu will ask employers to grant paid leave to shop stewards skilled in voter education.

The federation is also likely to second skilled officials to the trail a few months before elections and will decide on other resources to be made available for voter education.

But delegates warned that Cosatu should "ensure that participation in this process should not lead to the weakening of the trade union movement."

To ensure that workers' interests were accommodated, the campaign should be "transparent, simple, straightforward", noted delegates.

Particular attention will be given to training farmworkers and domestic workers, who are more susceptible to undue influence by their employers.

The CEC did not give its unqualified support to the federation's planned Reconstruction Accord. Instead, the meeting adopted it as a working document and provides that "the campaigns conference be mandated to adopt the main pillars of such a reconstruction programme".

The programme will be linked "to daily struggles around issues of housing, electrification, restructuring local government, democratising the SABC, fighting VAT/tax increases".

Delegates to the CEC also outlined a number of principles on negotiations. These include an immediate election date, an independent electoral commission to oversee elections and an independent board to control the SABC.

Through the ANC, Cosatu is also likely to fight entrenched rights of veto for minority groups and any efforts to secure the "entrenchment of the current senior layer of the civil service".

The federation also demands that homelands be dismantled by the time an interim government is elected.

Other labour-focused decisions taken by the CEC include the co-ordination of strike activity in the public service to be planned at a meeting tomorrow, and plans to establish a single service sector union.

The new union would be formed by a merger between the National Education Health and Allied Workers' Union and the federation's municipal and domestic worker affiliates.

LABOUR BRIEFS

Gazankulu workers teargassed

GAZANKULU police teargassed workers at a plastic manufacturing factory, Multi Knit 2000, during a strike for union recognition on Tuesday. Managing director Tommy Rogers said the action was the "last straw" and that 360 workers had been dismissed.

He stressed that the problem stemmed from the Gazankulu government's ban on unions in the homeland. "We have been to the government with union officials about these matters and it was understood that there was no way we could do anything until the new South Africa was sorted out," said Rogers.

Pay dispute at SABC

THE South African Broadcasting Staff Association (Sabsa) declared a dispute with the SABC this week for "continued bad faith demonstrated by the corporation during salary negotiations".

Sabsa, which represents 1 650 members, said no agreement could be reached on salaries and changes to basic working conditions after four meetings. The SABC this week increased its wage offer to 7.5 percent.

Reports from Sapa

140A

w/ Mail 12/3 - 18/3/93.

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LABOUR

Doves of peace coo at Langeberg

W/ Mail 12/3-18/3/93

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

FERIAL HAJFAJEE

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

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

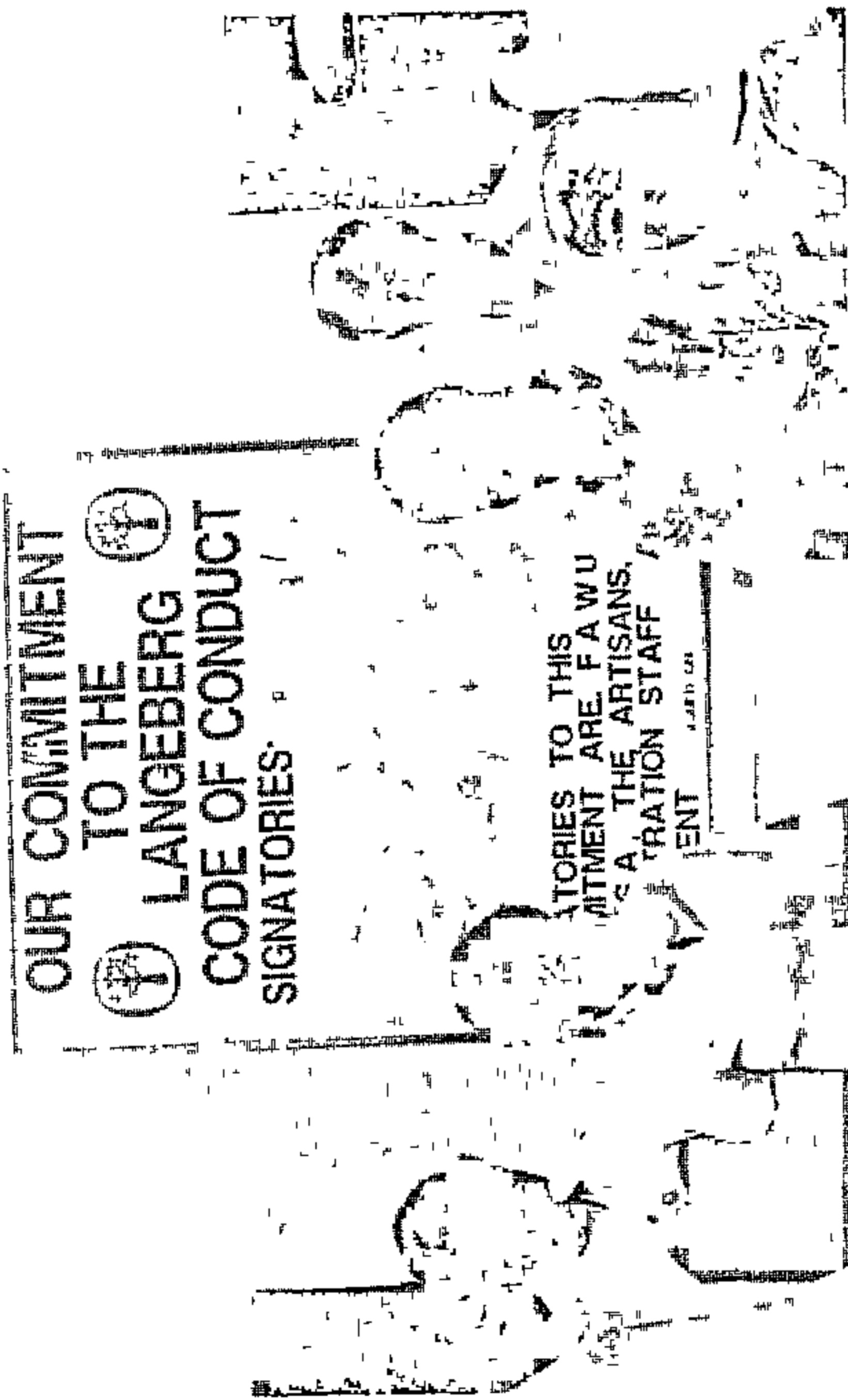
Workers have lost their lives and many have been injured in two years of political strife between the Inkatha-linked United Workers' Union of South Africa (Uwusa) and the Congress of South African Trade Unions affiliate, the Food and Allied Workers' Union (Fawu) at the factory.

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

IT DID not need the official responses of the ANC and Cosatu on Wednesday to confirm that one of the most sensitive and controversial aspects of Finance Minister Derek Key's normative economic model is going to be its approach to the labour market.

Focusing on strikes, wages, centralised collective bargaining, small business development and job security, the report was immediately attacked by the two organisations as having an anti-union bias. This is true in some respects. In most, though, it takes an evenhanded approach which, while setting parameters for future negotiation, is vague on its own preferences.

Unarguably, though, it raises crucial issues. More, then, is the pity that one of its main starting points in the discussion on the impact of labour costs on the economy is introduced through the misuse — either willful or uninformed — of strike statistics. And it also draws a highly questionable linkage between strike levels and earnings.

Strike levels, it argues, increased by an average 33% a year from 1983 to 1987. This "had a negative impact on labour intensity of the SA economy (equivalent to) a 7.9% increase in wages". Thus, it further argues, was worth 483 000 job opportunities

It goes on to argue the "bright side" — which happens to fit in with the model's requirements. It suggests that, since 1987, strike levels have fallen by an average 14.8% a year. This, it says, had a healthy effect on the earlier trend towards greater capital intensity and "a further reduction of 4.7% per annum would bring the strike index back to its 1985 level by the end of the century", which would allow real wages to rise more rapidly.

A cursory examination of strike trends in the past decade (see graph) demonstrates how it is possible to make statistics mean anything you desire. To use 1987 as the base year is ridiculous as it was a most atypical year, largely because of the three-week wage strike by 220 000 miners. On the whole, strike patterns have followed a more gentle upward trend

Keys model falters when it confronts the labour market

ALAN FINE

BIDAY 12/3/93.



throughout, correlating closely with the increase in union membership. To argue that the five years up to 1987 saw a 33% huge annual increase in strike activity (A) is ridiculous. Therefore so are the conclusions drawn about labour cost increases and lost job opportunities. The same must be said for the clearly inaccurate conclusion (B) that strike levels have been on a downtrend from 1987 to the present and the hope (on this basis) that the trend could continue or even accelerate.

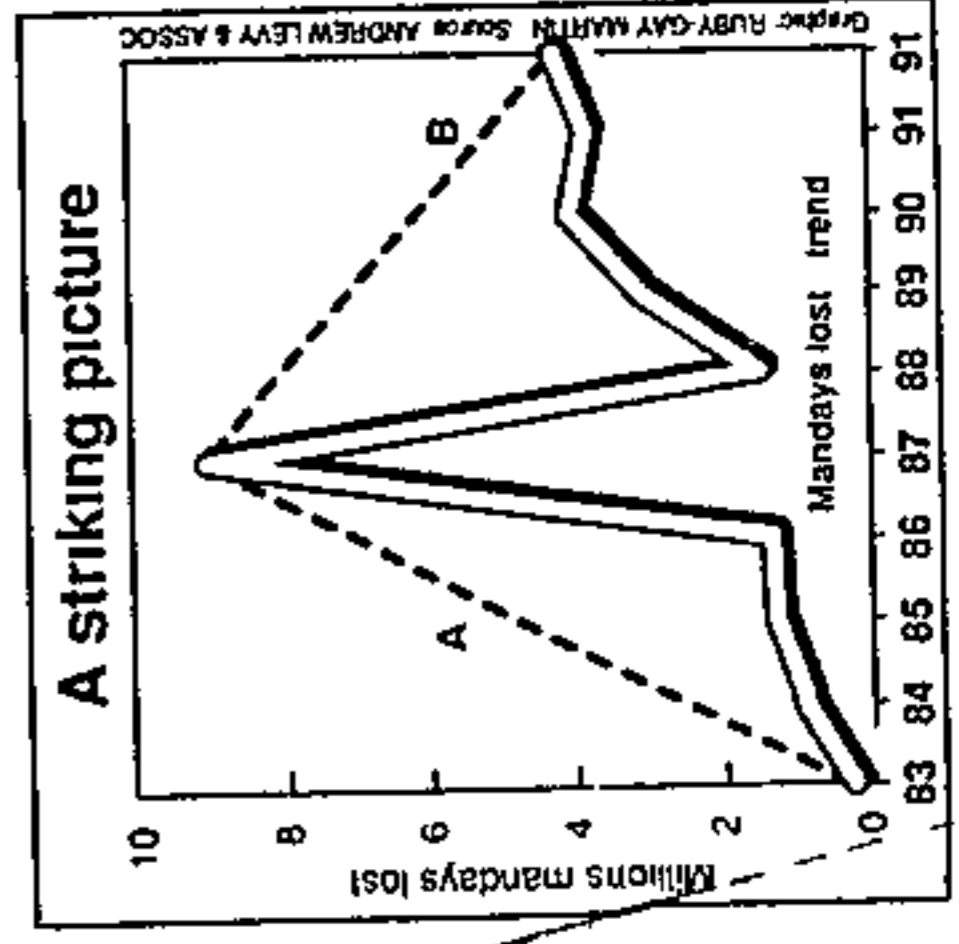
(The model also argues that strike activity adversely affects real wage levels. This is true, hypothetically, under certain circumstances. But it ignores the reality that militant unionism of the '80s won for its practitioners a larger slice of the economic cake previously distorted in favour of business and white labour by legal obstacles to black unionism.)

Feeding the presumably sophisticated econometric model used with false information renders this part of the model invalid. And if, as has been suggested, the overall model is dependent on the accuracy and achievability of each of its component parts, the entire project is in trouble. Unless, of course, the nature of the industrial relations system were to change over the next few years. The model certainly talks of the need to develop a less adversarial system, but it is silent on how this is to be

achieved. If anything, a number of the (vague) suggestions have the potential to increase, rather than decrease, industrial conflict if crudely interpreted and implemented.

Take job security, for example. The model points out, quite correctly, that "countries which have ensured a high degree of job security for workers by means of legislation (have) found that it impedes the adaptability of enterprises to changed circumstances and (affects) international competitiveness". Implicit is the suggestion that SA norms on retrenchment are too severe. It takes a similar approach to unfair dismissal standards.

Industrial Court guidelines require formal consultation over re-



and the industrial council system in particular, is a more complex area. While the system has, as the model acknowledges, contributed to industrial peace, it can potentially be used by both big business and labour to make entry and survival difficult for new, small business.

Cosatu spokesman Jayendra Naidoo reiterated yesterday the organisation would never accept the dismantling of the system which it saw as crucial to the whole process of industrial restructuring. Nor would it accept a blanket exemption from council agreements for small business and/or non-parties.

If that is so, the solution would have to lie in realistic wage differentials between different areas and sub-sectors, and a greater willingness to grant ad hoc exemptions on merit (a process which has already begun) in a nutshell, this means greater flexibility.

Propounding the new Cosatu approach, Naidoo acknowledges the need for a new system of wage determination. As does the model, Cosatu sees better training and education, and hence higher productivity, as the key to significant improvements in real wages. But it also seeks a new philosophy on grading and skill recognition as part of an overall new approach to wages.

Ultimately, a shift to a more decentralised system of wage bargaining — and more restrained wage claims and a less adversarial industrial relations system — will require, in the context of a strong labour movement, a series of trade-offs. The nature of those trade-offs is emerging even now in the gold mining industry, where crisis has acted as the midwife.

The elements there have been a greater willingness to share financial and operational information with employees, a direct link between productivity and earnings (the profit-sharing scheme) and — still in embryonic form — a shift to a participative management system resembling German co-determination.

Such microeconomic questions may not be the traditional stuff of normative economic models. But without it Key's plan is at worst defective, at best incomplete.

trenchment between management and employee representatives to minimise lay-offs and to determine terms of retrenchment, including severance payments. Where individual dismissals for disciplinary offences or incapacity are concerned, the law and court guidelines require both procedural and substantive fairness.

The authors of the Keys model appear to have ignored the effects of these norms on the strike patterns about which they are so concerned. According to Andrew Levy and Associates' data, dismissal disputes triggered 20%-25% of strike activity during the early- to mid-'80s, before Industrial Court adjudication and private arbitration became the norm. That figure was, by last year, down to 4.9%. And last year retrenchment disputes were responsible for 0.2% of man days lost due to strikes — remarkably low given the high incidence of retrenchments.

Whimsical dismissals are no longer possible, more skilled manpower management is a requisite for any successful business and Industrial Court decisions are not as consistent as they might be. But retrenchment and dismissal standards in SA are not overly restrictive — including by international standards. And their benefits in terms of industrial peace cannot be ignored.

Centralised collective bargaining,

Unions set to oppose Budget if job problems are ignored

ARG 16/3/93

(140A)

~~200/114~~

SHARON SOROUR
Labour Reporter

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

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

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

The trade union federation — which has called for a Budget

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

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

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

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

Mr Williams said preliminary

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

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

Mr Williams believed the Budget presented little hope for the poor

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

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

focus on the Budget

Sowetan 17/3/93

WHEN Derek Keys opens his briefcase in Parliament today, he will be presenting the last Budget unilaterally decided on by a minority

Cosatu has on numerous occasions spelt out to Government what is acceptable and what is unacceptable to workers in this country. However, we are not optimistic that the needs of the majority will be reflected in this Budget.

A budget is more than an accounting exercise by a government trying to balance its book between income (revenue) and expenditure. A budget reflects the political priorities of a government on the expenditure side how much money goes into health and education, and how much into the military and secret projects?

On the revenue side, how much tax is extracted from the poor, and how much from the rich and the large corporations?

The priorities of this Government are such that we do not expect the 1993-4 Budget to reflect the interests and needs of working people and the poor. Already the Government's latest five-year economic plan spells out an approach which runs directly counter to the positions which Cosatu and other mass organisations have been advancing.

The Government's approach includes shifting the tax burden even more on to the shoulders of the poor by increasing indirect tax, such as VAT, and lowering company tax. The Government also continues to whittle away the role of the State in providing basic social services desperately needed by our people, while on the other hand feeding the bloated apartheid bureaucracy.

Holding Budget

In approaching this Budget, therefore, Cosatu has argued that it should be seen as an interim or holding budget, in which spending is held to 1992/3 levels. This Government has no moral right to tax the majority, let alone to raise the level of taxes on them. We have argued that there are a number of ways in which spending can be held down and taxes more effectively used.

There can be a massive reduction in Government expenditure, particularly in areas where there has been mismanagement, wastage and corruption. This does not mean firing teachers, health workers and others providing essential services. Rather, the bloated Government bureaucracy and duplication of apartheid expenditure (such as 17 welfare budgets) needs to be brutally rationalised, together with expenditure on the bantustans where it is not benefiting people living in those areas.

Further unproductive expenditure which doesn't benefit the majority in our country, such as military expenditure, secret operations (cov-

The general secretary of the Congress of South African Trade Unions, **Jay**

Naidoo, outlines the federation's position on the Budget and forecasts a gloomy year ahead in which the last unilateral allocation of services will be made:

ert funding was about R5 billion in 1992) and nuclear programmes, should be cut back drastically or eliminated entirely.

An end to perks for Government ministers and their hangers on - an end to golden handshakes, including for those who are "retiring" after being found with their hands in the till, and an end to "buying back" of pension schemes by civil servants which leads to a massive burden on the taxpayer.

Loopholes

Existing taxation can be made much more efficient and can collect more revenue by closing loopholes which are currently being exploited. For example, companies are supposed to pay 48 percent tax but many of the large conglomerates pay less than half this. The collection of VAT has also been a shambles while consumers have been ripped off, the revenue is not getting into public coffers.

Cosatu has proposed a three-point plan to control Government spending and eliminate wastage, at the same time as ensuring that services provided by the Government benefit those they are intended to reach. We have put forward these proposals in various meetings with the Government as well as in proposals to the National Economic Forum.

● **Social Spending** The problem with current social spending is that most of the money allocated doesn't reach those needing the services. The education and health crises won't be resolved, for example, by simply throwing more money at the problem. Large budgets are already being squandered.

What Cosatu is proposing is that budget allocations for social spending should be jointly controlled by various forums which have been set up, such as the housing, electrification, drought and education forums, to ensure that these funds are delivered to the people on the ground.

In addition certain targeted funding is needed to finance urgently needed programmes which are currently being negotiated, such as the public works programmes aimed at providing jobs and training for the unemployed, as well as an emergency feeding scheme to assist those

facing famine conditions.

Cosatu is also demanding the immediate equalisation of pensions as one of the most effective ways of alleviating poverty.

● **Independent Audit.** Cosatu is proposing an independent audit of all Government departments. The purpose of this audit would be to investigate Government spending, and to identify where wastage and corruption is taking place.

The audit commission should further have the power to intervene where these problems are identified.

Cosatu has proposed that this commission should begin its work immediately and report to the relevant structures, such as the Transitional Executive Council and the National Economic Forum, by September this year.

Improvement

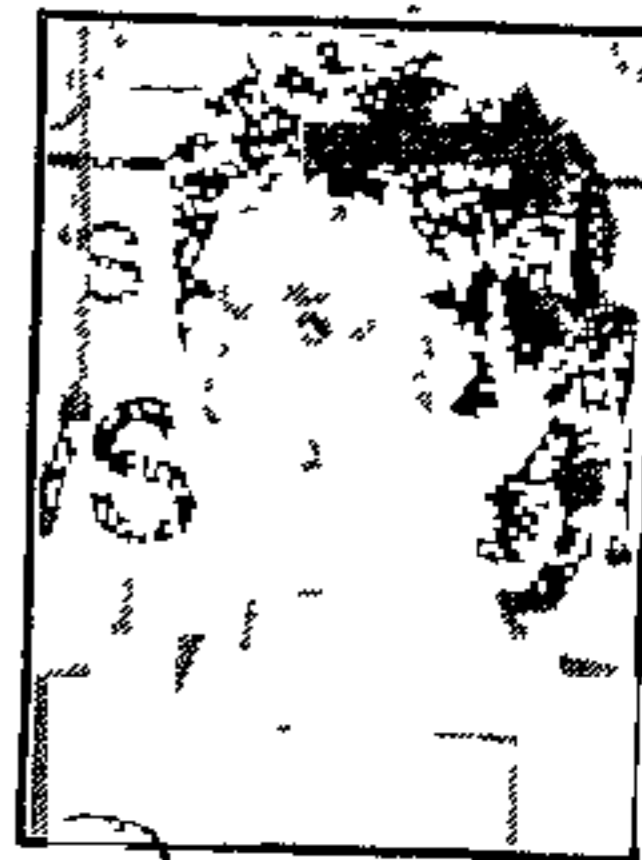
This would ensure an immediate improvement in controls for the 1993-4 fiscal year, as well as putting forward recommendations for new controls to be put in place for next year's Budget.

● **Independent Tax Commission:** Cosatu has proposed that an independent tax commission should be set up to investigate efficient ways which an interim government could use to gather taxes, and how to ensure that our taxation system is based on equitable taxation, and not on continually shifting the burden onto workers and the poor.

In line with this approach, we have demanded that the Government stop raising taxes such as VAT and PAYE which affect most adversely those who can least afford to pay.

If we are going to have an accountable and efficient government in the future we need to put mechanisms in place now to ensure that government spending is directly related to the actual services which are provided to people.

We need to begin rooting out corrupt practices and bloated bureaucracies now so that a new democratic government will be able to begin the process of social and economic reconstruction, without being sabotaged by those who only want to serve their selfish interests and are not interested in meeting the pressing needs facing our country.



140A

Low wage demand a new Numsa strategy

(140A) Own Correspondent 18/3/93

JOHANNESBURG. — The National Union of Metalworkers of South Africa (Numsa), introducing a new wage negotiation strategy, has proposed a relatively modest real wage increase of 15% to be spread over the next three years.

In recent years, the union has opened negotiations with huge wage hike demands, often exceeding 50%.

The proposals, which also contain a call for the immediate establishment of an industry training board as a matter of priority, have been presented to employers in the auto and engineering sectors.

1991

Star 18/3/93

Cosatu, ANC slam increased VAT rate

140A

By Mike Siluma

The Budget received mixed reaction from the Congress of SA Trade Unions and the ANC yesterday.

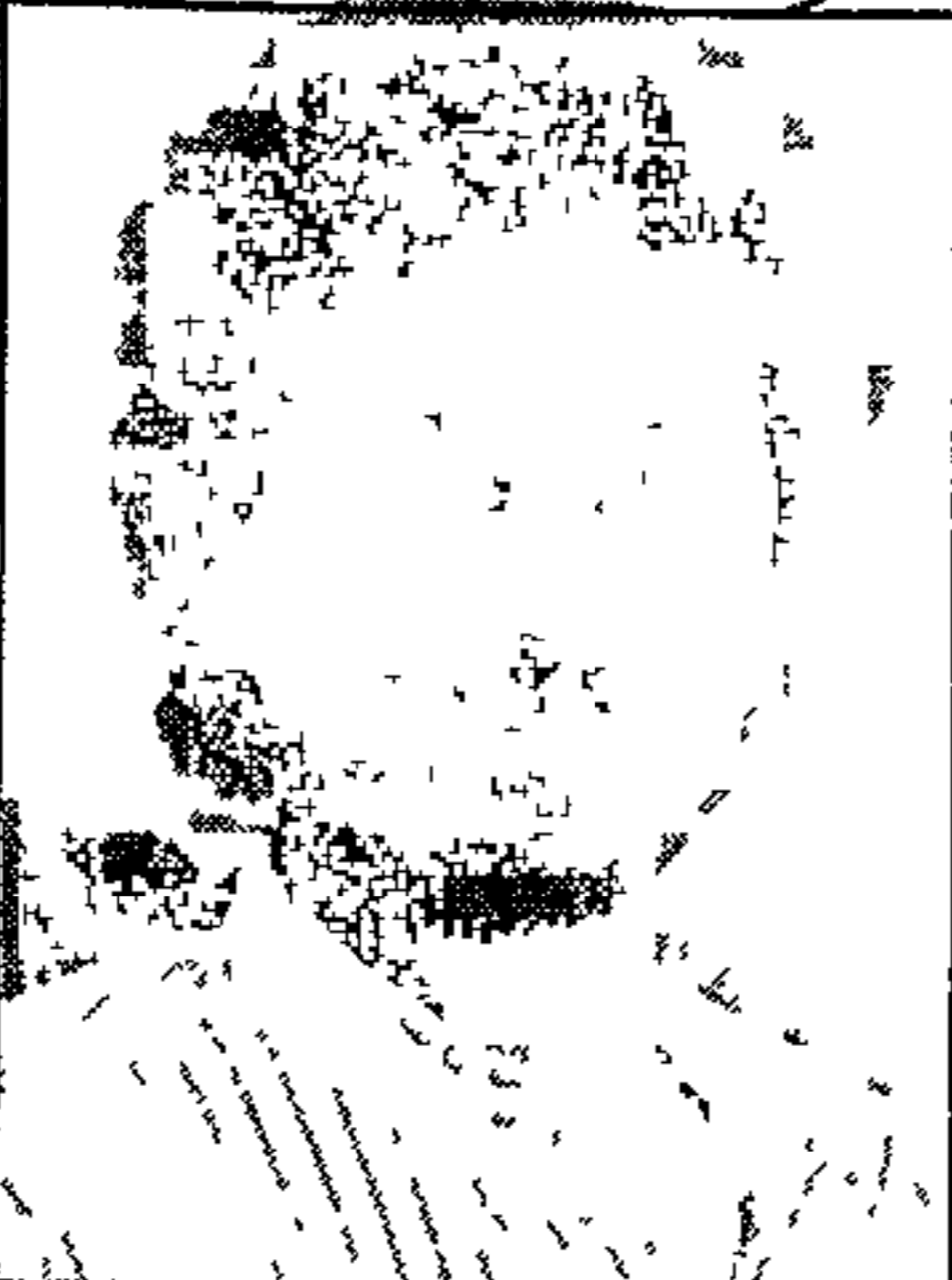
Cosatu said Minister of Finance Derek Keys's presentation contained both "regressive" and "progressive" measures

The ANC said the Budget was a product of the National Party, drawn up with an eye on the proposed general elections.

Cosatu general-secretary Jay Naidoo deplored the increase in VAT from 10 to 14 percent, which would have "a major impact on South African society"

But the introduction "of a system of taxation which encouraged investment, growth and job creation" was welcomed.

"The Budget addresses only revenue collection and budgetary allocations to State departments, yet during the last 12 months there has been evidence of widespread corruption, inefficiency and mismanagement of public funds in the TBVC states



Jay Naidoo . . . Budget both regressive and progressive

and the rest of South Africa," said Naidoo

"The fuel increase will be inflationary We believe that the unilateral imposition of a 5 percent salary increase for public servants undermines collective bargaining and shifts the problems of deficit reduction on to workers in the public sector"

But Cosatu welcomed the ex-

emption of taxation on retrenchment packages, as proposed by unions, and the attention to social services

The ANC added "The average citizen will find his disposable income further undermined by the effective increase in income tax as a result of continuing bracket creep And the consumer will be able to buy less for his money because of the increase in the VAT rate and higher excise duties

"There is no indication in the Budget that discipline goes beyond aggregate expenditure cuts Poorly targeted and inefficient delivery of social services will, by and large, continue through wasteful apartheid structures"

It also called for the immediate equalisation of social pensions, rather than in September as proposed by the Government

● The Pan Africanist Congress and the Azanian People's Organisation will issue their responses today, but both were critical of "an apartheid Budget" unilaterally decided upon by the Government

Numsa asks for modest wage increases

NUMSA, introducing a new wage negotiation strategy, has proposed a relatively modest real wage increase of 15% to be spread over the next three years

In recent years, the union has opened negotiations with huge wage hike demands, often exceeding 50%

The proposals, which also contain a call for the immediate establishment of an industry training board, have been presented to employers in the auto and engineering sectors

They will be tabled before the tyre and motor sectors by the end of the month

Also included are a reduction in existing job grades from 13 to nine, the creation of

ERICA JANKOWITZ

two new grades above that of artisan, a narrowing of the differential between the top and bottom rates of pay to 40%, and biannual "broad-banding" increases

The issue of training is a priority as Numsa's objective to "modernise the industry, while protecting employment, developing skills and career paths and developing world class manufacturing" may result in some workers being displaced

Therefore the proposed training board would develop skill-based definitions for the new pay levels and a framework for career progression

Numsa also proposed that all workers be entitled to two modules of industry-approved education and training a year and that a proper assessment and accreditation exercise be undertaken on existing skills

Other demands include schemes for an industry-wide human resource plan, plant-level negotiation of all changes to work organisation, a reduction in working hours, and an agency shop policy

Numsa national organising secretary Les Ketteldas said the three-year plan allowed for long-term goals to be set and dealt with on a continuing basis

B/DM 18/3/93

(140A) (141) (142)



Retrenched workers to get relief

FINANCE Minister Derek Keys yesterday announced a new system of tax relief for retrenched workers, but also indicated that large-scale retrenchments of public sector employees were in the offing

He announced a "provision for possible retrenchment costs" of R300m. He did not elaborate on any retrenchment plans from the public sector.

Commission for Administration member Ian Robson said last night it was "logical that some provision for retrenchment costs must be made in terms of rationalisation and expenditure cutbacks"

A measure of what government may have in mind can be extrapolated from retrenchment costs in the private sector. Last year it cost Harmony gold mine about R30m to retrench 5 000 people, suggesting government could be looking at laying off tens of thousands of its employees

* Tax relief for retrenched workers announced by Keys provided that lump sum severance payments of up to R30 000

~~ALAN FINE~~ ALAN FINE ~~ALAN FINE~~
to employees laid off because of staff reductions or enterprise shutdowns would be introduced retroactive to March 1 1992

The proposal originated with an agreement between the Chamber of Mines, the NUM and other mining unions.

The relevant provision of the Income Tax Act previously applied only to men over the age of 55 and women older than 50

Keys said the concession would cost R100m in lost revenue in 1993/94.

NUM assistant general secretary Marcel Golding last night welcomed the move "It provides important relief for retrenched workers. It indicates the value of our negotiating process with the chamber on the issue, and it is good that he acknowledged the contribution of the chamber and the NUM. However, the concession is only part of a longer term programme of relief for retrenched workers which must also include such features as retraining"

18/3/93
BIDP

(140A)



NEWS IN BRIEF

'Punish SA' call

MOZAMBICAN National Assembly Speaker Marcelino dos Santos, in Maputo, called on the UN Security Council to punish SA and other African countries for what he termed their continued support for Mozambique's Renamo movement, Zimbabwe's Ziana news agency reported on yesterday

Dos Santos said Mozambique had "proof" that some countries supported Renamo even after they had signed a peace accord with the Frelimo government

BIDAY 18/3/93

'Twin' law societies

SA's Association of Law Societies and Namibia's law society are to work to foster closer co-operation between the two organisations

Both societies have agreed to join the International Bar Association's "twinning" programme

BIDAY 18/3/93

Zero-rated foods

BOPHUTHATSWANA has added to its list of zero-rated VAT foods, with the new list coming into effect at midnight on April 6, the homeland's information service announced yesterday

Additional foods which no longer attract VAT include raw vegetables, fruit, vegetable oil, cultured milk, brown wheaten meal, eggs and edible legumes

BIDAY 18/3/93

ANC works for peace

The ANC was trying to resolve the situation in Angola, spokesman Carl Niehaus said yesterday

He said ANC international affairs head Thabo Mbeki had met Angolan government and Unita representatives recently to propose a peace plan

Mbeki travelled to Portugal this week to enlist the support of Portuguese Foreign Minister Jose Barroso

Workers and TPA sign

A RECOGNITION agreement had been signed between the SA Municipal Workers' Union (Samwu) and the TPA, the TPA said in Pretoria yesterday

Procedures for the regulation of labour relations are included in the agreement

REPORTS Sapa Business Day Reporters

18/3/93

Failure to enforce fiscal discipline, complains ANC

BIDAY 18/3/93

LINDA ENSOR

CAPE TOWN — Finance Minister Derek Keys was criticised by ANC economics chief Trevor Manuel yesterday for failing to introduce measures into the Budget to enforce fiscal discipline

"There is no indication in the Budget that discipline goes beyond aggregate expenditure cuts. Poorly targeted and inefficient delivery of social services will, by and large, continue through wasteful apartheid structures," Manuel told a media briefing on the Budget

He criticised the absence of clear objectives which would allow the measurement of performance. He said the nature of the internal budgetary process encouraged departments to build fat into their estimates

"The budgetary process undermines the good intentions the Minister may have on exerting fiscal discipline," he said

Manuel challenged Keys to provide the ANC with all the relevant data that went into the calculation of the Budget so that it could produce a costed development plan for social expenditure within three months

He said the theme of the Budget — discipline and growth — was inappropriate at this stage

Furthermore, there was nothing on the revenue side of the Budget which would promote economic growth. The effective personal tax rate had been increased and the higher VAT rate and excise duties would contribute to the contraction of consumer spending. These measures would contribute to a 2% rise in inflation

At the same time, government expenditure would be kept constant or decline slightly in real terms and as a proportionately higher amount would be used for interest payments, expenditure on goods and services would be reduced in real terms. Neither would the change in company tax have the



desired supply-side impact on economic growth, Manuel said

Our political staff reports that opposition parties slammed Keys's Budget for further milking taxpayers while failing to curtail government expenditure

Government efforts to relieve unemployment were also criticised

But there was praise for the equalisation of pensions for all races and efforts to stimulate the growth of emerging and small businesses

The DP said the Budget came as "a great disappointment" because the government had placed the burden "almost entirely on the public's shoulders"

DP finance spokesman Ken Andrew said the "glaring omission" in the Budget was the "totally inadequate way in which the massive and dangerous problem of unemployment" was addressed

The CP said the 16c/l fuel price hike and the increase of VAT to 14% meant that the "ordinary man-in-the-street" would have to dig much deeper into his pocket

CP finance spokesman Casper Uys said no allowance had been made for fiscal drag or bracket creep

Cosatu secretary-general Jay Naidoo lashed out at government for unilateral decision making and criticised Keys for missing an opportunity to address corruption

Sapa reports he said the 40% VAT increase was the most significant feature of the Budget and would have a major effect on society. But he said Cosatu supported progressive taxation

Numsa's plans for engineering sector

NUMSA this week presented a broad programme of action for restructuring the engineering industry, focusing on productivity and quality improvements for the sector.

The programme is divided into four broad categories: industrial relations stability; training reform; productivity and quality; and industry development.

The most far-reaching proposals concern productivity and are based on introduction of quality management systems, world-class manufacturing techniques and less conventional supervision.

ERICA JANKOWITZ

On stability, Numsa suggested the negotiation of longer-term benefits and conditions of employment, wage bargaining reform, and employment security. (BPC) (140A)

The union proposed a multiskilling approach to training.

On industry development Numsa suggested a government-funded tripartite advisory body; measures to ensure maximum local content; and restructured tariff, tax and investment policies



THE slogan Freedom and Bread captures the vision of what the Congress of South African Trade Unions wants of the transition from the nightmare of apartheid to a stable, non-racial, non-sexist South Africa

Within Cosatu the belief that the events of 1990 would usher in an era of peace and democracy has been replaced by a more sober assessment of the balance of forces and what is required to ensure that the legacy of apartheid is addressed and South Africa is fundamentally restructured at a political, economic and social level

The core of Cosatu's strategy is the economic reconstruction and development programme that must underpin any political transition

The five pillars on which the programme stands are

- A major programme of job creation through short-term public works programmes that can act as a kickstart to the economy as well as directing state resources to extending social services to the excluded black majority living in township ghettos or in rural areas

- A longer term strategy on industrial restructuring which can create more sustainable jobs and ensure we focus economic growth on those sectors that are going to meet domestic needs and also locate us in the international world economy

- Secondly, a major focus on education and training which will address one of the most disastrous impacts of apartheid, Bantu education and the consequent low skills base in the South African economy. This requires a restructuring of the macro education system particularly in regard to the role of secondary and tertiary institutions such as technikons and universities

- But, more crucially for Cosatu, we must put a national training scheme in place and restructure the national and industry training boards so they link wages to a grading and skills development programme

- Thirdly, such a programme must address the poverty of the majority and ensure that basic necessities such as housing, education, proper health care, electricity and sewerage are extended to all people

- Fourthly, the rights of people, both at an individual and collective level, have to be protected both at constitutional and legislative level. Such rights should not — as the National Party's Bill of Rights does — protect the privileges of any racist minority. These rights must especially empower grassroots organisation such as civics, women, youth, student parents and teachers to have power over decisions

The five pillars to replace apartheid

W/m mail 19/3-25/3/93



Economic restructuring must top the agenda for a new government, says Cosatu general secretary JAY NAIDOO

that affect their lives. In this way we will be able to build an effective countervailing power to that of any unresponsive and unaccountable state bureaucracy

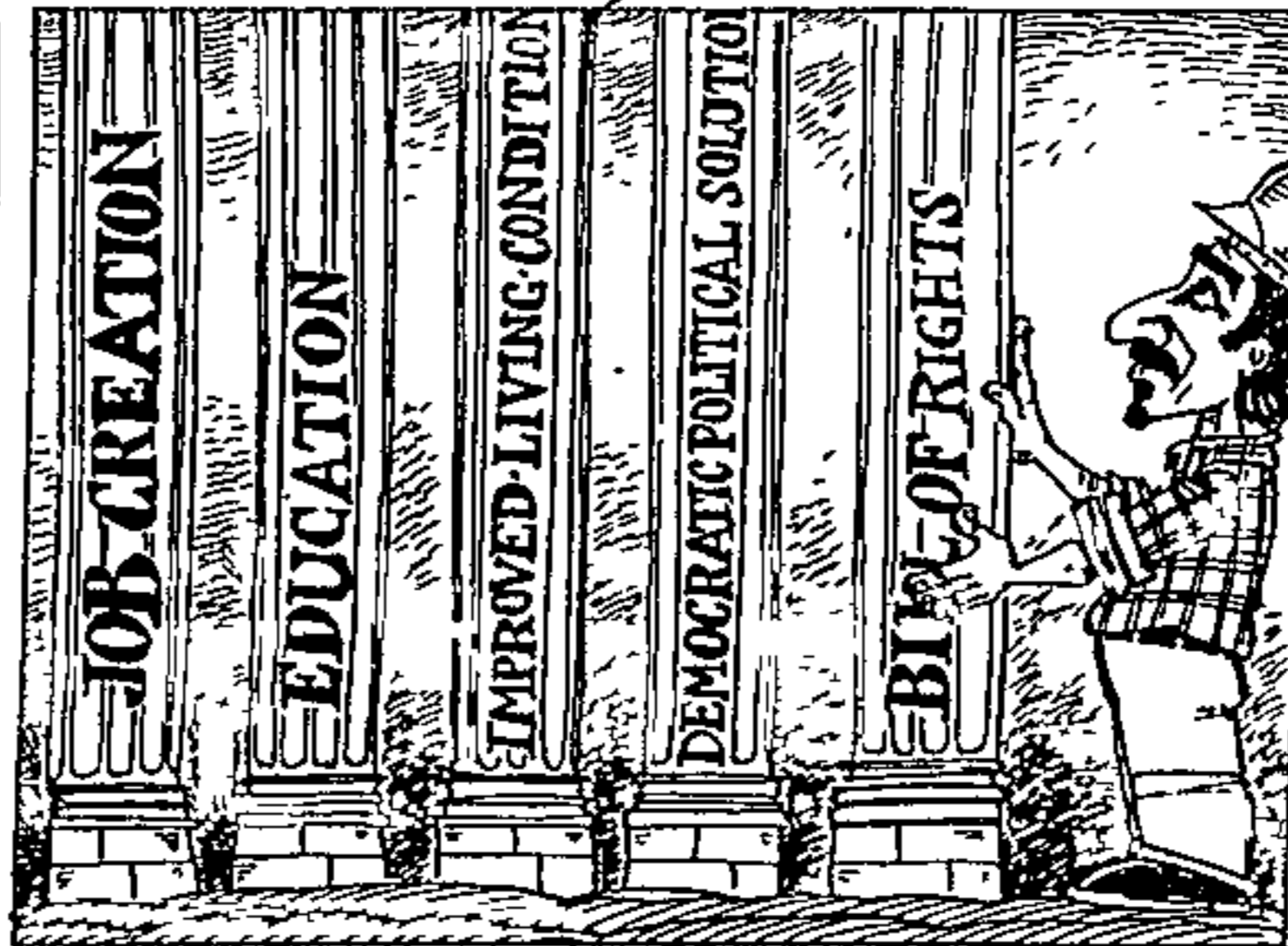
- Lastly, we must ensure a democratic political solution in the short term viz a non-racial election within a year and the installation of an interim government of national unity based on proportional representation that will adopt such a programme

Cosatu is convinced that there is no alternative to this approach. Any suggestion that attempts to exclude or marginalise the trade union movement or civics will guarantee a continuation of conflict or what Derek Keys aptly put as the "economic civil war"

Therefore, it is of great significance that institutions such as the National Economic Forum (NEF), the restructured National Manpower Commission (NMC) and a range of industry restructuring committees in such sectors as mining, electronics, textile and clothing, and auto, as well as issued-based forums on electricity, local government and housing have been launched

It is critical that democratic decision making at an economic and labour level is established now. These institutions are basic pillars on which to achieve a coherent, comprehensive programme of restructuring and move away from the legacy of apartheid conflict and confrontation

Cosatu sees it as critical to develop programmes that have grassroots support and participation both at the



shopfloor and community level. The NMC and NEF are the two institutions through which unions will be able to intervene in developing the macro-economic models and through which checks and balances can be built on the way state revenue is collected and expanded

These forums are attempting to devise a more coherent approach to the issues of economic growth, education and training, job creation, trade and tariffs and industrial policy development. The added advantage is that they include for the first time the major players excluded by past apartheid regimes and therefore can be used as legitimate platforms for ordinary people to struggle for their rights

However, these forums or negotiations around the real daily needs and problems of the majority of people can only succeed if employers, particularly big business and the present governing authority approach such negotiations in good faith

Cosatu is arguing that state resources must be redirected towards reconstruction and development. Because of the wide-scale wastage and corruption which is revealed daily, much tighter controls have to be instituted over government expenditure

Cosatu is deadly serious about clamping down on corruption and ensuring the presently bloated bureaucracy will not continue to soak up state

resources in the future

Our demands for independent tax and audit commissions are to ensure an overhaul of the tax system to ensure that it is equitable, efficient and effective

In particular we seek to ensure that the present tax burden is not shifted to the shoulders of individuals and the poor as this government intends with its proposed increase in VAT, PAYE and petrol. We also seek to ensure that state resources are spent in relation to concrete programmes developed in democratic multilateral forums between the major players

It is unacceptable that the Finance Department wash its hands of the large-scale wastage and corruption and then seek to cover this deficit by robbing ordinary, honest taxpayers of even more of their hard-earned wages

The minister of finance should remember the tale: 'He who pays the piper calls the tune'

Our view is that the majority of people are sick and tired of paying for government corruption and wastage. Civil servants who steal taxpayers' money should not be given a golden handshake but sent to jail

In the above context of Cosatu's drive for a programme of economic reconstruction and development a debate has ensued about the future of the tripartite alliance of the African National Congress/South African

Communist Party/Cosatu

Cosatu entered such an alliance to ensure that apartheid is defeated and that elections are held for a non-racial, non-sexist democracy

As we move through this transitional phase the obvious issue is what replaces the apartheid system and how to ensure that democracy means more than just a vote every five years

The programme for economic reconstruction is our answer. We must ensure that the political process is underpinned by such a programme. At present being debated inside Cosatu, the alliance and the broad democratic movement, are issues of election pacts and the signing of a Reconstruction Accord with the ANC which the ANC undertakes to implement when it becomes the government

On this basis Cosatu is able to effectively mobilise its membership and support a vote for the ANC on the basis of a clear programme that meets their needs

The main reason for our political and material support of the ANC is that it represents the most organised or supportive political force for transformation. A jointly agreed programme to restructure South Africa and combat poverty has been the cornerstone of our alliance to build a non-racial democracy

When that vision and programme, as encompassed in the Reconstruction Accord, does not exist, there will be no material basis for the alliance

The issue of the future of the alliance when a democratic government is elected is being debated within Cosatu. Like any trade union movement in a democratic country we will seek to lobby government not just on the interests of trade union members but the broader interest of the poor in the country. But we will develop our independent programmes at a political, economic, social level and seek to interact and negotiate with other key players to address the interests of all our people

Our bottom lines are

- There must be coherent approach to economic reconstruction and development

- We need to develop democratic institutions that include the major stakeholders in decision-making

- Ensure that industry is restructured at both a private and public sector level to promote efficiency, eliminate wastage and corruption, ensure that we become internationally competitive, ensure proper controls on state revenue and expenditure and that employment is linked to provision of effective and efficient service to all our people, and to ensure that labour standards are enshrined at both an individual and collective level

LABOUR

Numsa devises sophisticated strategy

THE National Union of Metalworkers of South Africa's three-year bargaining strategy, unveiled this week, is an eloquent symbol of a changing trade union movement.

The country's largest union has placed itself at the cutting edge of the four sectors across which it organises and adopted ambitions usually reserved for the captains of industry.

"The objective (of Numsa) is to modernise the industry, while protecting employment, developing skills and career paths and developing world-class manufacturing."

Instead of the annual bargaining

round, the union has tabled a wide variety of proposals with deadlines staggered over the next three years. It has also tabled a demand for inflation-based increases over the next three years and added the rider that real wages should have increased 15 per cent by 1994.

Numsa is looking to close wage differentials — the union believes that no worker should earn less than 60 per cent of the artisan pay rates. Some workers in the motor industry earn 16 per cent of the artisan rate.

"We now see negotiations as a process, rather than as an annual event," says Numsa national bargaining secre-

The country's biggest trade

union has unveiled a

three-year bargaining strategy,

including wide-ranging

proposals, instead of the

annual wage and working

conditions demands

By Ferial Haffajee

tary Les Kettleidas "Every year we picked some targets and through a 'hit and miss' process tried to win some benefits for our members."

He also says many proposals were

entrusted to "sub-committees which became dumping grounds".

Instead of reducing the union's capability for strike action, the staggered targets make it easier for the union to organise, believes Kettleidas. "We will be able to determine from time to time on which issues we will deadlock."

Key features of the new strategy are Numsa's efforts to streamline the grading system and link it to skills, career paths and remuneration, and to provide employment security.

"It's an integrated package which in addition provides productivity, quality, and efficiency in the industry and is crucial for its development," believes

Kettleidas

Numsa proposed that there should be only five grades across all industries, that workers' skills be assessed according to these grades and that new wage rates be set in place.

This will enable workers to progress along a career path and will entail added responsibility — or multi-skilling — for workers. Training will also be linked to industry education and training boards.

The union has also attempted to put almost identical benefit demands to employers in the motor, engineering, auto and tyre industries. It plans to negotiate the following:

- To unite all the pension funds in the different sectors into "single sector-wide schemes" and to do the same with racially based medical benefit schemes by this time next year

- To negotiate disability support equivalent to 60 per cent of workers' wages

- To secure six months' maternity leave for women and to reduce working hours to 40 a week by 1996

The union has also proposed bilateral working groups to restructure the industry by investigating production, export incentive programmes, regional policy and industry co-operation initiatives.

Bargaining committees have been cut down and mandate and report back procedures fine-tuned to ensure that fissures don't develop between the leadership and rank-and-file of the union because of its growing sophistication.

The union also agreed that the house agreements in the engineering industry — separate agreements in specific companies — should become part of the main (wage and working) agreement by July this year and proposed that the auto, tyre and motor-component manufacturing sectors merge by 1996.

W/Mail 19/3-25/3/93

Handwritten notes and stamps at the top of the page.

Star 20/3/93

Job creation can help address apartheid's legacy - Naidoo

Story and picture by PATRICK LAURENCE



NAIDOO: Confronting the structural problems in the economy is absolutely critical.

JAYASEELAN Naidoo, general-secretary of COSATU, is looking ahead to the challenges looming for the trade union movement after the installation of a government of national unity. It is "absolutely critical" to confront the structural problems in the economy and chart a growth path which will generate employment and address the legacy of apartheid, he says.

Naidoo's Trotsky-like beard gives him the appearance of a radical - which is the image he possesses in many suburban living rooms. But his concern about recession and unemployment is a building-up rather than a breaking-down attitude. A university dropout - his studies were interrupted by the traumatic events of

1976-77 - Naidoo attaches priority to the task of generating employment. "If we don't create jobs," he says, leaving it to the listener to complete the sentence. Then he adds, with a harder tone to his voice. "No matter how good your constitution is, it means nothing to the person starving in the squatter camps or in the townships or in the rural areas."

Naidoo outlines the intensity of the challenge ahead, talking of the "physical shrinkage of productive sectors of the economy" and the prospect of nearly 500 000 jobs lost in mining during the 1990s.

COSATU has been at the forefront of moves to develop a "reconstruction programme" consisting of a short-term and a long-term

public works programme. To that end the organisation is working through the National Economic Forum, through which the representatives of labour, capital and Government meet.

"We are reaching consensus on the need for a labour-intensive public works programme," Naidoo says. "From our point of view it must aim primarily at extending social services, providing electricity to townships and rural areas, road construction, extending sewerage and sanitation."

Related to COSATU's objective of making a reconstruction programme a central feature of post-apartheid South Africa is its hope of a reconstruction accord

with the ANC, formally committing the ANC-led alliance to fulfilling its long-established pledges to help the poor.

COSATU, judging from articles in the ANC journal *Mayibuye*, has come close to making ANC compliance a condition of COSATU support in the election for a constituent assembly.

There is a whiff of suspicion in the air, a sense that COSATU fears that the ANC might succumb to the temptations of elitism when it assumes office.

"I think there is a healthy scepticism of all politicians," Naidoo says. "I think that will always be so in the trade union movement. Certainly, we are keen to avoid

any elitist solution because it will not solve the problems we have."

Elaborating on the purpose of a reconstruction accord, he says "It will bind the traditional anti-apartheid forces and give them front the vision of where it wants to go."

On the question of whether COSATU will field ANC candidates in an election, Naidoo says COSATU will not seek to place its own block of candidates on the list, but neither will it prevent trade unionists from standing.

"Two issues govern our decisions. We want the ANC to win an election but we want to make sure we don't weaken Cosatu. The bottom line is that candidates will have to make a choice."

If COSATU office-holders

decide to stand for Parliament, they will have to relinquish their posts in the trade union movement, Naidoo adds "Our policy is that you can't occupy two full-time positions."

In many independent African countries, black governments have shackled trade unions. Naidoo, however, does not fear that will happen under an ANC government in South Africa.

"The history of the trade union movement is so different from the rest of Africa. Here you have a well-established trade union movement that has been fighting for its objectives for a long time."

He adds a rider "I don't say it can never happen here. We want a right to strike which can't be removed by a simple majority."

Farm labour talks deadlock

THE SA Agricultural Union and Cosatu yesterday failed in an 11th-hour bid to reach agreement on labour legislation for the country's 1-million farm workers

An SAAU spokesman said the deadlock was "absolute".

Both sides were warned last year by Manpower Minister Leon Wessels that if there was no agreement in the 18-month-long negotiations by March 31, government would decide on the issue.

The SAAU spokesman said disagreement on the application to farm workers of the Basic Conditions of Employment Act was a major reason for the breakdown. The inflexibility of the 48-hour week provided for in the legislation was unacceptable to the SAAU. *BIDAM 24/3/93*

The SAAU had pleaded for separate legislation for agriculture because of the "unique conditions in the industry". This

GERALD REILLY

was opposed by Cosatu which demanded that the Basic Conditions of Employment Act, the Wage Act and the Labour Relations Act be applied to farm workers.

The SAAU spokesman said "We ended up miles apart. The break is complete and as the March 31 deadline set by Wessels for an agreement to be reached is only a few days away, government will now obviously have to decide on the issue"

He said the SAAU was not totally opposed to the three Acts being applied to the industry provided they were amended to suit the needs of farming

The provision in the legislation permitting strikes was unacceptable. Strikes at critical times in the farming cycle such as planting and harvesting would have seri-

□ To Page 2

Deadlock

ous consequences, the spokesman said.

Cosatu spokesman Neil Coleman said government had agreed in principle to the three labour Acts being applied to farming

Cosatu's view was that farm workers were entitled to the same basic labour rights and privileges enjoyed by workers in other sectors of the economy

"We have not been blind to the needs of the industry. Our approach has been flexible, but at the end of the day the core issue is that of ensuring farm workers have ef-

fective bargaining mechanisms and rights, including the right to strike." *24/3/93*

He said the issue had been brewing for months and farm workers could not wait much longer for a settlement

Manpower director-general Joes Fourie, who was at the meeting, said it was regrettable that it ended without consensus. Government would have to decide "within the next week or two" what labour legislation would apply to the agricultural industry

□ From Page 1

Govt expected to amend labour relations Acts

PRETORIA — Government is likely to amend the three labour relations Acts to make them more acceptable to the agricultural industry, sources say.

BIOMY 25/3/93
This follows an "irretrievable" breakdown in negotiations between the SA Agricultural Union (SAAU) and Cosatu earlier this week.

Government had set a March 31 deadline for an agreement to be reached after which it would impose a solution

Yesterday a spokesman for Manpower Minister Leon Wessels said Wessels would issue a statement today on the issue

Cosatu said yesterday it expected government to extend the Basic Conditions of Employment Act to farm workers from the month end in terms of an undertaking

The organisation also said it was prepared to discuss further with the SAAU how the Wage Act and the Labour Relations Act could be extended to agriculture. It was also pre-

GERALD REILLY

pared to discuss the formulation of one Act for agriculture

Cosatu claimed this week's talks with the SAAU broke down when the SAAU insisted on extending the implementation of the Basic Conditions Act beyond the April 1 deadline

It said it had been agreed with Wessels last November that the Act would be extended to farm workers by April 1 and the Labour Relations Act and the Wage Act by the end of this year's parliamentary session

The three Acts were supposed to have been extended to the agricultural industry in 1992

Cosatu said the SAAU continued trying to delay the process.

An SAAU spokesman, responding to the offer to further discuss the Wage Act and the Labour Relations Act, said that against the background of recent fruitless discussions and Cosatu's inflexible attitude, there seemed little point. He denied the SAAU had adopted delaying tactics.

A tough line on guns and gangs

By FERIAL HAFFAJEE

THE country's first draft election manifesto from the labour movement is a sign of the times: it calls for "strict action against criminal gangs" and a long-term "programme to remove all weapons, licensed and unlicensed"

The manifesto — drawn up by the National Union of Metalworkers of South Africa (Numsa), the country's biggest trade union — is bound to have some influence. Predictable in parts, but bold and innovative in others, the proposal should at least get people talking.

For instance, the union says there should be abortion on demand up to 20 weeks of pregnancy — an issue on which the African National Congress equivocates.

It calls for citizenship rights for all "those who have lived or worked in the country since at least 1989"

Numsa also suggests that a citizens' oversight committee and an ombudsman be given effective powers to investigate the police and security

forces and that efforts be made to limit the power and influence of prison gangs.

The union has just the manna to cure the problems civics are having with the banks. They suggest that a Reconstruction Bank be established to fund a range of development projects.

Its more controversial provisions include plans to renationalise companies privatised since 1988 and restructure a whole range of statutory bodies to make them more representative.

These include such bastions of power as the Reserve Bank, the Development Bank, the Electricity Council, the industrial courts, the research councils, the Board of Tariffs and Trade, the Industrial Development Corporation, the Central Energy Fund and the boards of Transnet, Telkom, the Post Office and South African Airways.

The union would like to see a concrete commitment to anti-trust law in order to unbundle monopolies more quickly and wants discrimination

expressly outlawed by a Bill of Rights.

The union has also identified a new type of right it seeks "equal rights to capital and labour in industry, commerce, services, agriculture and mining" and plans to entrench a number of labour provisions in a Bill of Rights

Other more predictable clauses are those on social welfare provisions, job creation plans and land reform.

Among the social welfare provisions Numsa would like to see entrenched are a national health service, seven years' compulsory schooling and a housing programme to "provide at least one million units by 1999 and a further 1.5-million by 2004".

Numsa gave its unequivocal support to the Congress of South African Trade Unions' draft Reconstruction Accord at a central committee meeting two weeks ago.

The draft manifesto was drawn up as part of a package of documents meant as a basis for discussion on the Reconstruction Accord.

W/M cut 283-114/98

140A

By THEMBA KHUMALO

A ROTTEN economy and the complacency of trade union leaders have caused thousand of workers to leave the giant union federation Cosatu, its president John Gomomo said this week

Addressing Cosatu's campaigns conference at Kempton Park in the East Rand on Friday, Gomomo lamented that the federation was shrinking rather than growing

In a hard-hitting speech, he made a frank appraisal of the successes and failures of Cosatu since its launch in 1985

The three-day conference, which ends today, is attended by about 200 delegates from affiliates countrywide

Cosatu members hit by economic despair

Gomomo said in the past few years the federation's membership has plunged from 1,5 to 1,3 million

He said poor attendance of meetings by local members and some shop stewards were among the factors causing the membership decline

"We've lost a lot of things in the past five years. We must ask ourselves what went wrong

with us. Workers are not going to listen to us if we talk about scientific socialism yet they continue to lose their jobs," said Gomomo.

General secretary Jay Naidoo said some members complained that Cosatu was being manipulated by the ANC.

"This is not true. We walked with the ANC not because we thought they were a wonderful organisation. We joined hands with them because it has a tried and tested leadership and a very rich history as a democratic movement," Naidoo said.

One of Cosatu's main victories, said Naidoo, was forcing employers to pay living wages.

"Politically we've forced the régime to accept that there is no solution without the involvement of the democratic movement. On the economic front we've also forced them to form the national forums on economics, housing and local government."

He said Cosatu needed a programme of action to fight inflation, the high rate of unemployment and the housing backlog.

Conference delegates held a brief demonstration outside the SABC offices in an attempt to force the government to hasten the restructuring of the corporation's board. Naidoo said attention would soon be switched to the security forces to hasten the pace of integration with other armed formations.

Yesterday the conference was addressed by ANC general secretary Cyril Ramaphosa and NEC member Popo Molefe.

NEWS School hit by a terrible smell ● Restructuring d



Female singers from the Sophiatown era showed they still had the spark (and some lovely legs) when they thrilled a capacity crowd at the Dorkay House Charity Concert at the New Civic Theatre on Sunday. Shaking it up in a group swing are Stella Starr (centre), Lorraine Staple (left), Thandle Klaasen (3rd from right), Dorothy Masuku (2nd from right) and Dolly Rathebe (right).

TV, radio licence boycott warning

Sowden 30/3/93 (140A)

A BOYCOTT of television and radio licences, spearheaded by organised labour, could follow if the Government does not move fast to democratise the SABC and remove it from party political control.

This emerged from the Congress of South African Trade Unions conference at the weekend in which it was resolved to put pressure on advertisers to withdraw advertising if the SABC restructuring deadlock was not broken soon.

Cosatu said it was committed to a total boycott of SABC licences if no other solution was found.

■ Cosatu tells government to move fast in democratising the SABC and establishing central bargaining:

Cosatu's three-day campaign conference was attended by over 300 senior worker leaders and a decision was also taken to throw the union federation's full weight behind the African National Congress.

The conference condemned alleged attacks on central bargaining by Government and employers, saying it would fight fiercely to defend and advance this negotiations strategy

It said centralised bargaining was a

critical element for success in constructing a growth path for the economy.

"We are not prepared to have prescribed to us a type of economic growth which continues to pay starvation wages and undermines labour standards," Cosatu said.

Government and employers would be targeted for a specific action programme if economic restructuring was not negotiated with the trade union movement, the conference resolved.



LEAD BROWSE AND SOURCE A 10

Star 3/13/93
20% increase steel union

The National Union of Steel and Allied Workers yesterday demanded a 20 percent wage increase across the board for their members. This is in line with the recent demand of the much larger National Union of Metalworkers of South Africa for inflation-based increases, as well as a 15 percent real increase in wages by 1994. (UOA)

Labour ruling expected today

BLOM 21/2/93
PRETORIA - Cabinet is expected to settle the two-year dispute between Cosatu and the SA Agricultural Union (SAAU) over the extension of the Basic Conditions of Employment Act to farming at its meeting in Cape Town today.

Cosatu and the SAAU were given until today to reach a consensus on the content of the Act.

(140 A)
GERALD REILLY

As legislation now stands, the Basic Conditions of Employment Act will grant farm workers the right to strike.

The SAAU says strikes could cause chaos during critical farming periods, while Cosatu says farm workers are entitled to the same rights as others.



Numsa to settle

NUMSA has undertaken to pay employer body Seifsa R120 000 in an out of court settlement arising from events caused by the national metal industry strike last year ~~452~~ (407)

During the course of the strike the Supreme Court, in an interim order, ruled the strike illegal. The workers returned to work. Instead of pursuing further litigation concerning a final hearing on the legality of the strike, an out of court settlement was agreed ~~423~~ ~~429~~

In a joint statement the parties said: "Numsa and Seifsa are of the view that the further pursuance of this litigation will not be constructive and would result in a further deterioration in the relationship between the parties. It is also their view that this litigation would detrimentally impact on what will be crucial negotiations in 1993" *S/Times (BUS) 10/1/93*



Unions poised at labour crossroads

14DA
~~14DA~~

ARG 11/1/92

SHARON SOROUR
Labour Reporter

STRIKE action "seethed" in South Africa last year in spite of the recession, sending the number of workdays lost soaring to three million, says labour expert Dr Duncan Innes

In the latest political briefing of the Innes Labour Brief, Dr Innes said the country's high inflation rate, especially increasing food prices, played a key role because most strikes were triggered by wage disputes

Reviewing the labour relations arena in 1992, Dr Innes said Cosatu stood "delicately poised" between two paths. One which led towards constructive engagement with the state and employers and the

other which led to the "more familiar" path of conflict and industrial disruption

"While the former is likely to prevail over the longer term, the short-term future will not be without serious conflict," he warned

Strikes that took place in recessionary times inevitably met a tougher response from employers

Both Seifsa (Steel and Engineering Industries Federation of SA) and Toyota were hit by major strikes by metal union Numsa (National Union of Metalworkers of SA) and dug in their heels, forcing the union "to accept defeat"

However, another major strike, the hospital one conducted by Nehawu (National Education, Health and Allied Workers' Union) was far more successful, he said

"Here, the issues went beyond wages to include demands that formal bargaining procedures be established for the sector

"Not only did this union win significant wage concessions, but it also won an agreement for the establishment of such procedures and the reinstatement of 7 000 workers dismissed during the strike," said Dr Innes

While some unions concentrated on strike action during the year, others sought to develop in a different direction by forging less conflictual relations with employers

In the forefront was the National Union of Mineworkers (NUM), which forged some landmark agreements during the year, including the signing of a code of conduct with Anglo

American to prevent violence on the mines, putting forward a plan to rescue Harmony gold mine and reaching an agency shop agreement with Harmony mine management

Another Cosatu union, Sactwu (SA Clothing and Textile Workers' Union) involved itself with employers in discussions aimed at restructuring the troubled clothing and textile industries and agreed to commence discussions around productivity in the textile industry, he said

"Significantly, the more cooperative approach exhibited by Sactwu and NUM occurred in industries whose future was in jeopardy, suggesting that while unions and employers undoubtedly have strong differences, when the future of their industry is threatened, co-operation can occur

Cosatu unions set to merge

23/1/93
THREE public sector unions affiliated to Cosatu will meet on January 28 to discuss merger plans, Cosatu spokesman Mr Siphso Binda said yesterday

They are the National Education, Health and Allied Workers Union, the South African Municipal Workers Union, and the Post and Telecommunication Workers Association (IWA)

The three unions represent about 126 000 workers — Sapa

SIPHO 25/1/93

Unions may merge (12)

THREE public sector unions affiliated to Cosatu would meet on Thursday to discuss merger plans, Cosatu spokesman Siphon Binda said in Cape Town (1401)
The unions are the National Education, Health and Allied Workers' Union, the SA Municipal Workers' Union and Post and Telecommunication Workers' Association. Together they represent about 126 000 members

NEWS New education pi

Fleming workers on wage strike

sdwefan 28/1/93

140A

■ Old age home hit by work stoppage:

MORE than 100 workers at Fleming House old age home in Highlands North, Johannesburg, went on strike yesterday over wages, the National Education, Health and Allied Workers' Union claimed.

Nehawu spokesman Mr Bongani Tsimo said the workers had demanded a R250 across-the-board increase but had later accepted management's offer of R100, provided it was backdated to October 1.

"But management refused to backdate the increase and the workers embarked on the strike and demonstrated outside the premises," he said yesterday.

Workers had demanded the increase be backdated because Nehawu and management usually negotiated wage issues in October.

Negotiations were delayed last year however.

Management spokesman Mr Lou Davis confirmed there was a work stoppage at Fleming House but denied that as many as 100 people were involved.

He ascribed the stoppage to a misunderstanding by union members.

Davis said management had offered the R100 increase for workers with effect from January 1 but there had been no agreement as the offer had been rejected and negotiations with Nehawu officials were continuing - *Sapa*

Lost City not real ruin — Rosevear

THE Lost City was not about to crumble, Sun International MD Ken Rosevear said at the weekend. ~~1/2/93~~

Parts of the carefully constructed ruins of the exclusive resort have suffered real damage from heavy rains in Bophuthatswana only months after the glitzy official opening. ~~1/2/93~~ B10M 1/2/93

But Rosevear said the cracked Royal Staircase, leaking swimming pool and damaged waterways were "normal" damage caused by earth shifts and ground movements. "It is merely buildings settling in," he said.

He could not give an estimate of the cost of repairing the damage, but said repairs would not cost SI anything.

"Repairs, which have been going on for the past two to three weeks, are a matter of insurance. The construction companies involved would carry the costs," he said.

Rosevear said media reports about the

STEPHANE BOTHMA

damage had created a "storm in a teacup". He denied faulty construction was to blame. And the rush to complete the R800m complex in time for the festive season had not been a factor. Damage caused by ground movement often happened with new buildings, he said.

Damaged underground pipes feeding the flowing lakes had to be replaced. All five damaged waterways would be back in operation this week, he said.

The pipes that had been damaged were being replaced by steel ones.

The only inconvenience to Lost City visitors was the closing of a part of the Royal Staircase leading down from the Palace Hotel to the Valley of the Waves.

"Only a section of the stairs is closed for repairs to foundations. Large crews are working around the clock to get everything back to normal," he said.

Visitors seek evidence of employers' role in violence

THE role of employers in engendering violence in SA will be investigated by the International Confederation of Free Trade Unions

At a media conference in Johannesburg, ICFTU general secretary Enzo Friso said 50 trade union leaders from around the world would tour SA over the next few days, gathering information about employers' role in violence

Cosatu general secretary Jay Naidoo said some companies, including multinationals, had attempted to undermine trade unions by hiring employees from opposing political factions during strike action

This had precipitated violence in some instances, Naidoo said. ~~140A~~

Frisco said if evidence of this could be obtained, union members of the mul-

ADRIAN HADLAND

tinational's home plants would be informed and urged to act. ~~1/2/93~~

Calling for the reimposition of sanctions was one option which could also be considered by the confederation, he said. ~~1/2/93~~

Frisco said the 50 trade union leaders, assisted by Cosatu and Nactu representatives in terms of an agreement signed by the three organisations, would meet in Johannesburg soon to discuss their findings

"We will discuss how best we can help at this particularly delicate moment to foster democratisation and fight violence in SA". ~~1/2/93~~

Naidoo said it was vital during the pre-election phase that unions be allowed to establish freedom of association

Fewer wines on auction

LINDA ENSOR

CAPE TOWN — The application of more stringent selection criteria and the tight economic climate will see fewer wines on offer at this year's Nederburg Auction in Paarl on April 3.

Compared with 1992 when 10 489 cases of 121 different wines were on offer, fetching a total of R2m, only 9 324 cases of 89 wines are on sale. ~~1/2/93~~ B10M 1/2/93

Strong overseas interest is expected when 30 of SA's premier estates, wineries and co-operative sellers offer their finest wines

Two newcomers to the auction will be De Wetshof Estate with a Danie de Wet Chardonnay 1991 WO, named after the owner and award-winning winemaker, and Rhebokskloof with its maiden vintage Chardonnay 1991 WO

brief

1404

The amendments to the Wage Act were also a farce as they did not extend wage determination to farm workers. *Sweetan 1/2/93*



Draft Bills flawed, says Cosatu

140A

THE Congress of South African Trade Unions has expressed concern about the proposed changes and extensions to the Labour Relations Act as well as the Wage Act, both in relation to farmworkers *Soweto*

11/2/93
Cosatu said in a statement yesterday after studying the two draft Bills it found it had major problems with the contents of the proposed legislation. The draft Bills were "seriously flawed", it said. Cosatu said it did not approve of suggested limitations on the right to strike, the introduction of labour codes for agriculture and a special labour courts for farm workers, which would only "entrench the baasskap of farmers"

6/04

Cosatu concerned 140A

COSATU has expressed concern about the proposed changes and extensions to the Labour Relations Act and the Wage Act, both in relation to farm workers.

Cosatu said it did not approve of suggested limitations on the right to strike, the introduction of labour codes for agriculture and a special labour court for farm workers which would only "entrench the baasskap of farmers".

B/D/93 1/2/93

Tax 'freeze' one of Cosatu's Budget aims

DIRK HARTFORD (1407)

COSATU would be willing to help Finance Minister Derek Keys confront his budgetary constraints if his Budget allocated resources directly to finance economic reconstruction, and if government immediately stopped all expenditure on apartheid-related departments.

Cosatu general secretary Jay Naidoo said yesterday the federation wanted a "Budget freeze" with direct and indirect taxation being maintained at the same level as this tax year.

The National Council of Trade Unions is also opposed to any increase in taxes on individuals.

Cosatu wanted all bureaucratic perks and deals purged, Naidoo said. "All civil servants, including the President, should pay tax and the practice of golden handshakes and housing and travel privileges for the state elite should be abolished."

Government corruption would be stopped only by firm financial controls. Cosatu wanted the income and expenditure sides of the Budget brought under one government department, and each government department audited to identify areas of wastage and corruption.

Cosatu and others were discussing the need for an independent tax commission to rationalise government income and expenditure and make it more efficient.

While Naidoo conceded that the deficit could not be ignored, he said priorities should be identified and addressed over time.

Cosatu believed these priorities to be the housing, education, health, job and training needs of ordinary people.

The active involvement of multilateral agencies — such as the Development Bank of SA — would assist in delivering resources to people who needed them.

The restructuring of the public service was also high on Cosatu's agenda.

● See Page 2

PAC objects to Num poll plan

JOHANNESBURG. — The PAC yesterday objected to the National Union of Mineworkers' (Num) decision to put forward candidates on an ANC ticket in the coming elections.

NUM president Mr James Motlatsi said on Monday the union's central committee had decided at the weekend to support a Reconstruction Accord between its

parent body, Cosatu, and the ANC.

The PAC's secretary for labour, Mr Lesaoana Makhanda, said the decision was "unwise and divisive".

He said to propose support for a sectarian position was "insensitive and undemocratic", and a violation of members' rights of freedom of association

The United Independent

Trade Unions ad hoc committee of South Africa (UTUACOSA) yesterday also condemned the Num election plan as "undemocratic".

UTUACOSA chairman Mr Man- yoro Gumede said Num's deci- sion was "very undemocratic and very biased as Num has a mixed membership as regards the po- litical affiliation of individual Num members". — Sapa

NUM to debate general election

B/DAm 11/2/93
THE 300-strong NUM central committee is to hold the union's first major, formal debate on labour's approach to a general election at its three-day meeting starting in Pretoria today.

This, and several crucial economic questions focused on protecting job security and maintaining employment standards — including developing a comprehensive policy of seven-day week mining operations — will top the agenda, assistant general secretary Marcel Golding told a briefing yesterday.

Organisationally, the NUM would focus on expanding substantially its representation in groups where it was relatively weak — Gold Fields, Anglovaal and JCI.

Golding said Cosatu would soon have to devise an election strategy, and he expected the NUM's contribution to this debate to be crucial.

Among the options to be canvassed were whether Cosatu, as part of the ANC alliance, should demand that it nominate a proportion of the candidates to stand on the ANC platform, or whether the matter be left to ANC procedures and the individual unionists who may be nominated.

Golding said the labour movement would examine comparative international experience on these and other issues relating to alliance operations leading up to elections. He stressed it was still a very open debate.

On Sunday work, Golding said NUM and Council of Mining Unions

ALAN FINE

representatives had met Mineral and Energy Affairs Minister George Bartlett on Tuesday. The NUM had complained about the way he had exercised his discretion in granting an exemption to Anglovaal's Lorame gold mine without either he or the company having consulted the unions. Thus, he said, "undermined collective bargaining".

Golding said he had got the impression that Bartlett might be willing to accept the procedure at Harmony where management and labour had reached agreement on detail before jointly requesting an exemption.

Another important issue on the agenda would be aspects of state policy including labour, company and tax law, said Golding.

Where the Companies Act was concerned, the question of corporate governance concerned the NUM. It wanted greater power for shareholders. This would give unions greater say through workers' retirement fund investments. It was also concerned with the Act's requirements on information disclosure, which the union believed were inadequate, and bankruptcy law which should be more favourable to employees.

He said the union would examine last year's profit-sharing schemes, but they had appeared to be the best form of supplementing poor wage increases. The trade-off between jobs and higher wages would be debated.

B10-413 11/2/93

Committee holds back public sector Bill

CAPE TOWN— A major political crisis had been defused with government's referral of a controversial draft public sector labour law for further negotiation, Cosatu general-secretary Jay Naidoo said yesterday.

Cosatu had earlier warned of a "massive storm" brewing over what it called government's unilateral bulldozing of the Public Service Labour Relations Bill.

Standing committee on home affairs' chairman Pat McKenzie said he had asked the committee to refer the

Bill for further talks between the Commission for Administration and interested public sector employee groupings in order for those parties to reach a compromise. (140A)

"I told Mr Naidoo I would do my utmost best to achieve consensus. I told him I would not pass the legislation through the committee today.

"The NP has had ample time to bulldoze this legislation. My job is to pass good legislation; not just to change it, but make sure it withstands the test of time." — Sapa

Star 11/2/93

Row averted by Bill's ^(140A) referral

CAPE TOWN — A major political crisis had been defused with the Government's referral of a controversial draft public sector labour law for further negotiation, Congress of South African Trade Unions general-secretary Jay Naidoo said yesterday.

Cosatu had earlier warned of a "massive storm" that was brewing over what it called the Government's unilateral bulldozing of the Public Service Labour Relations Bill.

"The Standing Committee on Home Affairs has now, correctly, decided to resolve the matter through negotiations," Naidoo said.

Standing Committee chairman Pat McKenzie said he had asked the committee yesterday to refer the Bill for further talks between the Commission for Administration and interested public sector employee groupings.

"They must only come back to the committee when they are ready to submit certain compromises," McKenzie said. — Sapa

LABOUR

Drive to unionisation

12/2-15/2/93

After last week's disputes in Johannesburg, taxi drivers are flocking to join the South African Taxi Drivers' Union.

FERIAL HAFFAJEE
reports

General Workers' Union (TGWU), the South African Railways and Harbours Workers' Union (SARHU) as well as the smaller South African Scooter Drivers' Union and Satdu will unite at a launching congress in May.

Satdu and the organised scooter drivers will be bolstered by the superior organising power of established unions like the TGWU and SARHU.

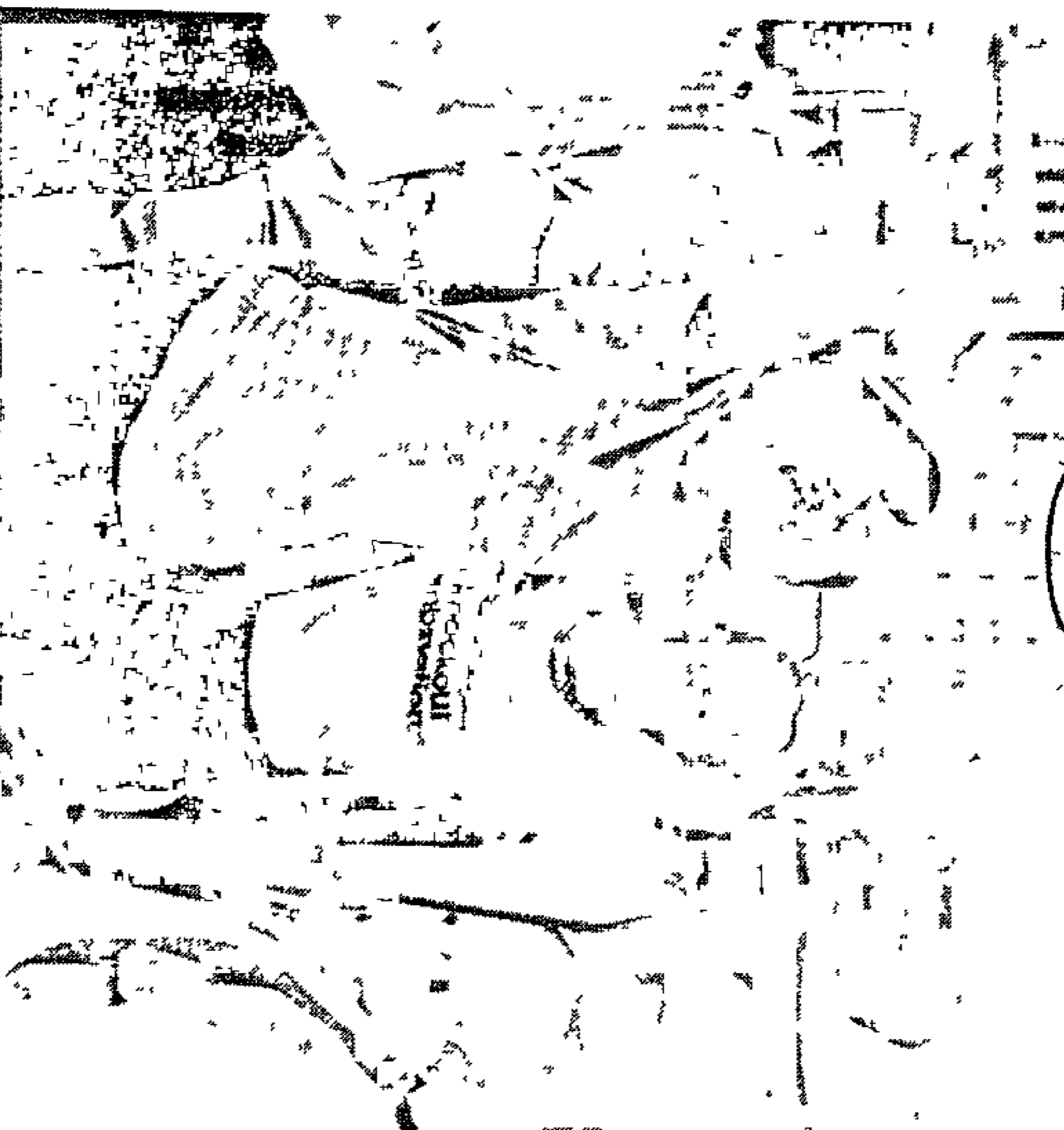
And organised taxi drivers will need all the help they can get. Vavi points out that the union has only 12 000 members, a tiny proportion of the total number of employees in the industry.

Organising in the sector will not come easy because there is no shopfloor or central meeting place and few drivers take regular lunch-breaks.

Cosatu believes the sector should be organised at national, regional and local levels in a collective bargaining relationship with taxi associations.

But a Satdu representative points out "taxis belong to individual owners

1400



Getting into top gear... Last week's taxi strike acted as a catalyst for organising in the sector

Photo: KEVIN CARTER

and implementation of agreements will have to be carried out by individuals, not associations. He also says that most taxi drivers are not registered with the Department of Manpower and so are not entitled to benefits like unemployment insurance or compensation in case of injury

while on the job. Neither do all owners belong to associations at this week's negotiating forum, where a peace plan was signed, many owners attended and stressed they belonged to no organisation.

Cosatu this week continued to represent both Sabta and Satdu in non-labour matters like ranking and traffic control but "in matters affecting only taxi drivers, it will represent taxi drivers alone", says Vavi.

Sabta representative Mike Ntlatleng points out that Sabta is a voluntary organisation, but believes it should be self-regulated — "like doctors, nurses and security companies" — when membership becomes compulsory.

A bargaining relationship of sorts could then be arranged, but Ntlatleng doubts whether it would succeed.

The Labour Relations Act cannot be applied to the industry because "taxi owners are not businesses in terms of the Companies Act, they are registered in terms of the Voluntary Associations Act for non-profit making companies", he says.

Sabta has been taken by surprise by the flood of unionisation in the sector, it still clings to the belief that it acts for the industry, for "drivers, owner-drivers and taxi owners".

Ntlatleng says "Unions will be surprised to find that many owners are in the same predicament as the drivers"

THE taxi strike which took Johannesburg by storm last week has also drawn the battle lines between employer and employee. Many drivers expressed public outrage with "fat cat" owners and associations, like the Southern Africa Black Taxi Association (Sabta), which represent them.

The South African Taxi Drivers Unions (Satdu), although poor and badly organised, is being offered a lifeline by the Congress of South African Trade Unions, which is keen to boost its membership.

The federation may help Satdu to obtain funds so it can establish an office — it "operates on the streets now", says Zwelinzima Vavi, Cosatu's organising secretary.

It will also help to develop the "organisational capacity" of the drivers' union, says Vavi, by training officials who are likely to be faced with a flood of membership after last week's effective show of force.

The union is strongest in Pretoria and the eastern Cape, but is building its presence in the PWV.

Satdu was conditionally affiliated to Cosatu in October last year. It pays no affiliation fees to the federation but must attend meetings of the Merger Facilitating Committee where plans for a single transport union are being hammered out.

In line with Cosatu's 1991 congress resolution to establish "one union in one industry", the Transport and Gen-

R74 000 cheque

fraud hits Fawu

504714 13/2-17/2/93

(140A)

By Rehana Rossouw

A CHEQUE fraud scam involving R74 000 uncovered in the Food and Allied Workers Union (Fawu) matches the modus operandi of a similar incident in the union in 1989

And again the union has not pressed charges but is conducting an internal investigation, according to a union source

In 1989 a union account opened to assist striking workers at Spokenham was closed when a cheque book in the possession of the Cape Town branch was used to write out fraudulent cheques

Police discovered the fraud after shopkeepers cashed the cheques

A union official was fired after a Fawu investigation, but charges were not brought against him.

Two weeks ago three organisers and five administrative staff members of Fawu's Cape Town branch were suspended when police returned a cheque of R74 000 to the union

The same cheque book was used to commit the fraud as in the previous scam. It is believed the cheque book was removed from the Cape Town branch after the first fraud was discovered and kept in the union's head office in Guguletu

Fawu regional general secretary Mr Addison Stevens said he could not comment on the matter as it was still "being investigated"

He said he hoped the investigation would be completed before the Cape Town branch's annual general meeting on February 20, where the outcome would be reported to members

Training project (1407)

THE third National Summer School organised for members of the Congress of South African Trade Unions starts today at the Eskom Conference Centre in Midrand. *Soweto*

The school, which is part of Cosatu's on-going staff development and training programme, will run up to the end of the month. *15/2/93*

ANC rethinking regionalism

CAPE TOWN — The ANC is "refining" its policy on regionalism through a string of regional and branch meetings which could culminate in a national conference on the subject, according to senior members

Regional meetings, normally a precursor to policy readjustments, had taken place last week in Natal and areas of the Transvaal, and others had taken place at the weekend, they said

Existing ANC policy is unclear on the subject of regionalism, with official ANC statements pledging that "the maximum possible" powers should be extended to regional and local government

TIM COHEN

However, at the ANC's national policy conference last year the organisation said regional government should have no powers superior to those of national government

The national policy document drew a distinction between national and regional powers by suggesting national government would make policy and regional government would implement it

Senior ANC negotiator Thabo Mbeki said one of the questions members would be discussing was whether regions should be able to impose taxes separately

from national government
ANC general secretary Cyril Ramaphosa said the organisation was undergoing "a process of vigorous discussions" on the topic which could culminate in a national conference

Meanwhile, Sapa-AP reports the ANC also said at the weekend it was ready to review its stand on economic sanctions following Archbishop Desmond Tutu's shift on the issue

Tutu said on Friday he was ready to call for the lifting of sanctions once the security forces were under the control of a multiracial administration
Ramaphosa said the ANC expected to make a decision within days on sanctions

NUM president urges union to back ANC/SACP in poll

NUM president James Motlatsi urged the union's 300-member central committee, meeting in Johannesburg at the weekend, to pledge its political and financial support to the ANC and SACP in preparation for elections.

In his keynote speech, Motlatsi said labour unions should only participate in elections through established political parties and not seek direct representation themselves

"I hope, therefore, that members and officials will stop trying to make the NUM into a political party and will instead work to make the union more efficient in looking after the direct interests of our members"

Motlatsi called for the establishment of an alliance election fund to support the alliance's electoral bid and to guarantee the ANC and SACP the union's political solidarity

The fund, to which NUM would ask other labour organisations including Cosatu to contribute, would make it clear "that we see our political future through the activities of the ANC and SACP", he said

Motlatsi said the unions would need to be involved in the ANC/SACP's policy-making processes.

This would be done in much the

ADRIAN HADLAND

same way "as trade unions in Britain participate in the Labour Party"

Motlatsi also called on the ANC to begin talks on the reshaping of the mining industry

"I would like the NUM central committee to mandate the national executive committee to start immediate discussions with the ANC about redesigning the mining industry," Motlatsi said.

The restructuring would include the "permanent closure of all mines which could not pay reasonable wages to mineworkers," he said

The NUM central committee agreed to proceed with the establishing a workers' training college

"We desperately need people to run our union who have knowledge of the industry, the history of our society, the liberation struggle and international relations," Motlatsi said.

With the continuing expansion of NUM membership, the union's officials were becoming increasingly overloaded with work

Motlatsi suggested either the appointment of regional chairmen and secretaries to full-time posts or the creation of a smaller, full-time executive committee.

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NUM star hitched to ANC for poll

The National Union of Mineworkers (NUM) will put forward candidates on an ANC ticket in coming elections if the ANC requests this, union president James Motlatsi told a press briefing in Johannesburg yesterday. (140A)

This follows the NUM central committee's decision at the weekend to support a "reconstruction accord" between its parent body — the Congress of South African Trade Unions — and the ANC.

Star 16/2/93
A statement by the union said it had also agreed to use grassroots leadership skills in its ranks to assist the ANC during the election campaign by seconding officials, office bearers, regional leadership as well as fulltime shop stewards and marshals during the campaign.

The NUM would fight for paid time-off for these workers to fulfil tasks associated with elections. It planned to engage retrenched workers for similar duties. — Sapa.

ported to be progressing well

NUM will help the ANC

THE National Union of Mineworkers (NUM) will put forward candidates on an ANC ticket in coming elections if the ANC requests this; union president Mr James Motlatsi told a Press briefing in Johannesburg yesterday *Sowetan 16/2/93*

This follows the NUM's central committee meeting decision at the weekend to support a Reconstruction Accord between its parent body, the Congress of SA Trade Unions, and the ANC. The NUM said it had also agreed to use grassroots leadership skills in its ranks to assist the ANC during the election campaign by seconding officials, office bearers, regional leadership and full-time shop stewards and marshals. (140A)

PAC stand on elections

THE Pan Africanist Congress has promised it will not continue its armed struggle if it loses a general election, provided its followers can vote. But the organisation's president, Mr Clarence Makwetu, told SABC radio news in Durban yesterday that elections could not be held at this stage as the PAC believed that more secret dealings between the ANC and the Government would be unveiled. *Sowetan 16/2/93*

Vehicles hardly damaged



NUM general secretary Kgalema Motlatsi addresses yesterday's news conference on the union's plans for this year. He is flanked by assistant general secretary Marcel Golding, left, and president James Motlatsi. (Picture: BRIAN HENDLER)

Miners' union accuses government of stalling

DIRK HARTFORD
GOVERNMENT was accused yesterday of stalling on making a decision about setting up an independent health and safety commission into the mining industry after eight months of negotiations on the issue.

NUM assistant general secretary Marcel Golding said in an interview the mining industry and the NUM agreed on the need for an independent judicial commission of inquiry last year, but had waited for months for government to enact it. Golding also slammed Finance Minister Derek Keys for sitting for the past three months on a proposal, supported by employers, for tax breaks on retrenchment packages.

He said government was making a big mistake if it saw the union's reasonableness as weakness. Keys was considering "further attacks on the working class and the poor" with increased VAT, but was apparently not willing to grant tax relief on retrenchment packages.

The NUM wanted government to look to the rich instead of the poor to balance its books. Revenue should be raised through capital gains tax, a wealth tax, increased tax on luxury goods and through the abolition of tax loopholes. *B10A 16/2/93*

There were also negotiations with Health Minister Rina Venter to reform the "racist" Occupational Diseases Act. Black miners were paid 13 times less than white miners in compensation for the same diseases.

NUM agrees to back ANC in election deal

DIRK HARTFORD
THE NUM's 300-strong central committee decided at the weekend to "give its fullest support" to the ANC's election campaign on the basis of a signed reconstruction accord between Cosatu and the ANC.

NUM president James Motlatsi said the accord, which would be binding on the ANC as part of a future government, should include:

- Workers' rights embodied in the workers' charter which should be protected and guaranteed by an ANC government;

- An action programme to address poverty, job creation, education and training; and

- Making sure a new government consulted with "democratic forces" and had an accountable leadership.

The NUM also decided to ask Cosatu to establish an election campaign fund.

It wanted the ANC to ensure that workers from neighbouring countries

who had been in SA for more than five years got SA citizenship and the right to vote. *B10A 16/2/93*

The NUM would set up its own election campaign committee to assist the ANC in the election campaign. This could include releasing experienced organisers and marshals to build the ANC's campaign.

Motlatsi said the union would also be prepared to allow its leaders to stand on an ANC election ticket if requested to do so. The NUM's organisers include two ANC regional chairmen and one SACP regional chairman.

Noting that "nothing can be won by our leaders at the negotiating table if it cannot be defended through mass struggle", the NUM declared 1993 the year of transfer of power to the people.

Star 11/12/1985 (140A)

Union's poll pledge to ANC under fire

By Montshiwa Moroke

The National Union of Mine-workers' decision to put candidates on an ANC ticket in the next election was a violation of workers' rights of free association, the Pan Africanist Congress said yesterday.

PAC labour secretary Lesaoana Makhanda was referring to an NUM central committee decision at the weekend to support a "reconstruction accord" between its parent body, Cosatu, and the ANC.

Speaking at a news conference, he said the PAC was extremely disturbed by the decision and called the move "unwise and divisive".

The NUM membership and other labour organisations comprised various political tendencies, including PAC, Azapo and Inkatha. To propose support for a sectarian position was insensi-

tive and undemocratic, especially coming from an organisation which purported to be championing the rights of all its varied members.

"The main task of worker organisations such as NUM, Cosatu and Nactu is to deal with shop-floor issues, worker welfare and their well-being.

"The NUM action is a very serious violation of the workers' rights of free association, a principle for which we fought for so long when the unions in this country were not recognised," Makhanda said.

He said the decision was unfortunate and underlined the urgency of reconvening the Patriotic United Front, which was best suited for guaranteeing that everyone reached a genuine democratic dispensation that would be truly representative of all strata of a dispossessed society, including labour.

NUM indaba on mine retrenchment

Sowetan 17/2/93

~~17/2/93~~ (140A)

By Ike Motsapi

■ SOCIAL PLAN Retrenchments in

mining have reached crisis proportions:

THE NATIONAL UNION OF MINERS IS planning a national retrenchment strategies conference aimed at stopping dismissals

At this conference a programme called a social plan aimed at providing protection for workers will be discussed

NUM general secretary Mr Kgalema Motlanthe said this week the scale of retrenchments in the mining industry

"is a crisis in its own right"

The other aim of the conference is to launch a campaign for a national industry-level agreement with management that will set a framework of rights for workers

These decisions were taken at NUM's three-day central committee conference which started on February 11 in Johan-

nesburg

NUM president Mr James Motlatsi said the union is concerned by the high number of people who lose their jobs everyday

Motlanthe said it was going to demand that a law called the Social Plan Act should be adopted by the envisaged interim government of national unity

Call for State audit

140A
18/2/93

Sowetan
■ Cosatu slams
State corruption:

18/2/93
By Ike Motsapi

THE Congress of South African Trade Unions has accused the Government of mismanagement.

It described the corruption in the Department of Transport as the last straw

Mr Neil Coleman, media officer of Cosatu, said the people who were hardest hit were the struggling majority who have been financing "this corrupt Government for 40 years".

Coleman said. "The revelations mean that, since FW de Klerk took over, virtually every single government department has been exposed as being involved in systematic corruption

"Among the departments implicated in corruption so far have been transport, development aid, finance, education and training, health and welfare, foreign affairs, correctional service, justice, law and order and defence

Cosatu demanded an immediate independent audit of all departments and an open investigation to ensure the accountability of those responsible

Stripping departments may lead to 'problems'

PRETORIA — Government must be wary of excessive staff stripping in state departments in case it ended up with too few public servants to ensure efficient administration, Public Servants' Association (PSA) GM Hans Olivier said yesterday.

He was reacting to an announcement earlier in the week that more than 14 000 public servants would be dismissed this financial year.

Olivier said that demands on the public service could only increase in the years ahead and skeletonising departmental staffs would lead to serious administrative problems.

The PSA believed the rate of dismissals and the policy of encouraging early retirements would slow significantly this year. There were certain departments where any further thinning out of staff could affect vital services.

Most departments were looking closely at personnel functions to identify areas of overlapping and duplication.

They had also been involved in the past few years in efforts to make more efficient use of staff and to sharpen productivity.

Governments had years ago promised a leaner and more productive public service "and we believe a significant move is now being made in this direction".

GERALD REILLY

Olivier warned against the "indiscriminate swamping" of the service with new personnel in terms of any affirmative action programme.

The vast majority of government workers had accepted as inevitable the reality that the service would have to become more representative of the whole population. If there was such a programme it should be applied in a balanced manner and with properly qualified people.

□ The organised teaching profession was expected to make a last-minute bid at a meeting last night with National Education Minister Piet Marais to have the "unsatisfactory" 5% pay hike raised.

Negotiations have been going on between the recognised teacher bodies and government on the division of the 5% but no agreement has so far been reached.

A Teachers' Federal Council source said yesterday the 5% "leaves little room to play with" and it was likely the 5%, with small adjustments, would be applied across the board.

A government source said for every 1% increase, about R160m would be added to the total salary bill for educators.

TPA, Nehawu sign accord

PRETORIA — The Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union yesterday announced they had concluded a recognition agreement, effectively ending the acrimony resulting from the major hospital strike last year.

The parties said in a joint statement the agreement provided for:

- Freedom of association,
- A peace obligation whereby the parties committed themselves to industrial justice, peace and security. This included a commitment to maintaining equitable standards of work and behaviour; and
- A Nehawu committee to resolve problems — Sapa.

SAP forms joint forum with KwaZulu police

DURBAN — The SAP and KwaZulu Police have established a joint top management forum to address matters of common concern and interest in Natal, according to SAP regional community relations head Gen John Manuel.

Manuel said police chiefs last month formed a structure to address common policing issues.

This comes amid calls for joint SAP-KwaZulu police action.

KwaZulu police have been criticised for alleged biased policing and in some areas for alleged involvement in attacks.

Although top-level contact had been established,

Manuel said the issue of joint policing was "not within our power". Instead, the forum would enable "the one hand to know what the other hand is doing".

Meanwhile, Natal/KwaZulu regional dispute resolution committee co-chairman MC Pretorius said yesterday that problems in the policing of areas in northern Natal, particularly Empangeni's townships, were being attended to.

And an ANC official said leaders of its Esikhawini branch are scheduled to meet KwaZulu police this weekend to "complain about their failure to protect the community as well as their direct involvement in the conflict" — Sapa.

Pay scheme a boon ~~NUM~~ NUM

DIRK HARTFORD

MINERS had received between 1,5% and 17% increases on basic wages after six months of the profit-sharing scheme on certain gold mines falling under the Chamber of Mines

At Anglo American's Elandsrand, mineworkers gained about R850 (or 17%) after six months — the equivalent of a month's pay for the lowest earners, according to the NUM

The NUM, which yesterday briefed the media on the details of the scheme, said it was pleased with the results

On the vast majority of mines the scheme had given workers better returns than the 1% extra basic wage increase paid by Gold Fields of SA and Anglovaal in lieu of participating in the scheme

On the downside, the NUM said there were vast disparities on payouts between the various mines

Three marginal mines (Gengold's

Bracken, Stilfontein and Marievale) were among the five top payers, while "good solid mines with long lives" — like Anglo's Vaal Reefs — paid very little. The mine paid 2,8%

The mining houses participating in the scheme are Anglo, Gengold and Randgold, each with its own particular formula for implementing the scheme

NUM assistant general secretary Marcel Golding said the union would continue with the scheme until the industry was in a position to pay a basic living wage

The scheme was unique in that it supplemented the basic wage and was paid out of the surplus, after capex, generated on each mine. The results after six months demonstrated that the mines could afford to pay better wages and NUM would be pushing

To Page 2

NUM

for inflation-related increases this year.

This year the union would demand that Gold Fields and Anglovaal participated in the scheme. And it wanted to negotiate improvements to the scheme to eliminate the "trigger levels" so every mine contributed from its first rand in profits. The

union also wanted to eliminate the ceiling above which profits stopped being shared. Golding said the key issue was for both NUM and mine managements to put more resources and time into training shaft stewards to be able to monitor the scheme effectively.

From Page 1

NUM wants safety net for troubled industries

W/Mail 19/2 - 25/2/93

(140A)

THE National Union of Mineworkers once again earned kudos for the innovative economic and political proposals it designed at its central executive committee (CEC) meeting last week

It will draft a social plan act (SPA) — a safety net for industries in trouble and for workers who lose their jobs — and call a retrenchment conference with the Congress of South African Trade Unions

The union will also moot an election fund with Cosatu to assist the African National Congress' election campaign and will second officials and full-time shop stewards to boost the ANC's campaign corps

The SPA, inspired by similar schemes in Germany, will set out the responsibilities of companies in the event of retrenchments. The union will propose that Cosatu take this up as a national campaign to apply to industry generally

"The law is inadequate," says NUM assistant general secretary Marcel Golding of retrenchment law, company law and taxes

And instead of campaigning for changes to the various sets of legislation, the NUM, with Cosatu, will attempt to use the SPA to cement deficiencies in the others.

"We need a new law because cases are interpreted on the old law and the courts are becoming extremely conservative," says Golding.

The SPA will provide for the election of retrenchment committees to counsel retrenched workers and help them train for other jobs or start their own businesses.

Retrenched workers will also receive two weeks' retrenchment pay for every year of service and will be given medical check-ups before leaving the industry. Mining houses will be asked to contribute to a social fund while the mine or company is still healthy

Procedures for effective recall (to employment) will be started and

The NUM unveiled some startling and innovative proposals at its central committee meeting last week.

FERIAL HAFFAJEE
reports



Marcel Golding

miners will receive certificates to reflect their skills.

Tax changes the union will campaign for include a capital gains tax, wealth taxes, the abolition of tax loopholes and the increase in VAT on luxury goods alone.

The SPA will also outline new bankruptcy laws to make workers preferential creditors, call for more detailed disclosure of information and define shareholders' responsibility to investors.

With its developing sophistication, the union needs improved disclosure laws to keep the finger on the pulse of profit-sharing schemes and its leading role in the Community Growth Fund gives it a responsibility to worker investors

Sunday work was "roundly rejected" by the CFC, which restated its support of a five-day week

"Sunday work will not prolong the lives of mines, but shorten their lives, by ensuring that the gold is mined out more quickly," the union said

But significantly, the union did not ban Sunday work, knowing that it is one of the major factors which saved Harmony mine in the Free State from bankruptcy

Its position, thus, is to allow Sunday work only when employers and unions make joint representations to the government.

This year's demands are for a wage of R900 a month for surface workers and R1 000 a month for underground workers — the average earnings of black and white workers.

The NUM has also drafted wide-

reaching non-wage demands including calls for the bridging of racial gaps in the pension contributions paid by mining houses. Coal and gold mines affiliated to the Chamber of Mines pay 11,75 percent of the white wage bill and only six percent of the wage bill of black workers into retirement funds.

To accommodate the growing numbers of skilled (often white) workers joining the NUM, it will seek to extend its recognition agreement beyond Category 8. "We are losing skilled members because of this confinement," says NUM general secretary Kgalema Motlanthe

The government, not employers, will be the target of lobbying by the NUM this year. This week, the union criticised the government for "its total lack of any constructive programme to respond to the downscaling in an industry that has been the backbone of this economy for decades"

Particularly irksome for the union is the government's silence on the following proposals

- Using tax pay-backs to save jobs on marginal mines
- Tax exemptions for miners' retrenchment benefits
- A Health and Safety Commission

The NUM is also the first union to pledge its "unanimous support" for a Reconstruction Accord to be drawn up by the African National Congress, the South African Communist Party and Cosatu.

The accord, "a signed document binding the future ANC government", will pledge the organisation to guaranteeing basic worker rights and development programmes. In return, Cosatu will mobilise its members to vote for the ANC.

As part of its election support for the ANC, the NUM will negotiate time off for worker leaders to go on the campaign trail and pay them for any lost shifts. Retrenched miners will be trained in voter education and will be paid allowances from funds raised.

The Chamber of Mines this week said it would not respond to the NUM's wage and non-wage demands nor to its plans until it had received formal notice of these from the union

AWB man on the right side of left

(140A)
By BEVERLEY GARSON
Port Elizabeth

A FORMER regional commander of the Afrikaner Weerstandsbeweging in Patensie has pledged solidarity with black striking workers at Port Elizabeth's Dunlopillo factory

Johannes Jurie Human met the National Union of Metalworkers of South Africa (Numsa) on Tuesday to put pressure on the union to take the workers' plight seriously.

Human said he was contacted by Numsa shop-steward Ronald Fredericks asking for assistance in their wage strike

At least 250 workers had been on strike at the factory for the past three weeks after negotiations over wages and working conditions deadlocked.

"The workers are being underpaid for the hard labour they are doing," said Human. He said he would be available to assist anyone who wanted to stand up for their rights.

"The capitalists of this country better get off their backsides. They must stop fattening the calves for themselves and think about the slaves in their labour force.

Numsa regional organiser Bimba Mangqabashana confirmed that Numsa officials had met Human — Pen

William and 19/2 - 25/2/93



LABOUR

Fired Fawu officials 'not linked to fraud'

W/Mant 26/2 - 4/3/93 (140A)

THREE officials of the Food and Allied Workers' Union (Fawu) Cape Town branch have been dismissed, another suspended and a third reinstated — but the union this week insisted the actions were “not all” linked to recent attempted fraud within the union.

The Weekly Mail reported earlier this month that Fawu's entire Cape Town branch executive had been suspended after an internal investigation sparked by the union's bank returning a fraudulent cheque made out for more than R70 000.

In a statement this week, Fawu general secretary Mandla Gxanyana disputed the article's accuracy, saying the officials were suspended for “a range of organisational reasons” and not for their involvement in the attempted fraud.

He said Fawu's head office was alerted in October 1992 by its bank that an attempt had been made to cash a R78 000 cheque. Fawu had earlier notified the bank of a missing chequebook and the cheque was not processed.

“During the same period further cheques totalling R259 were made out to supermarkets for purchases. These cheques came from an old Relief account closed more than three years ago,” Gxanyana said.

Fawu has denied reports that officials dismissed from its Cape Town branch were involved in a fraud attempt at the union's offices.

By **GAYE DAVIS**

The old chequebook was kept in a safe at the union's Cape Town office.

“In both cases no money was paid out as the bank was aware that the accounts had either been closed or payment stopped on the relevant cheques. Thus Fawu did not lose any money in the process,” he said.

Fawu launched an immediate investigation which led to the union's head office “opening up a case with the police to bring the guilty person/s to justice.”

“Officials and executives of the Cape Town branch were not suspended for their involvement in the attempted fraudulent acts as your article indicated,” he said. “These people were suspended for a range of organisational reasons.”

The decision to dismiss three branch officials, suspend one and reinstate another were “not all related to the attempted fraudulent acts”, he said.

LABOUR ISSUES Mines and mineworker's union sign agreement on profit-sharing

Breakthrough for miners

Sowetan 26/2/93 **FAIR DEAL** Historic accord no substitute for low wage hikes:

By Ike Motsapi

THE Chamber of Mines and the National Union of Mineworkers have signed an historic agreement that sets up a framework for profit-sharing at individual mines

tion in setting targets, monitoring the scheme and in the promotion of better efficiency.

● A commitment to training which is regarded as critical for a long-term improvement in the viability of the mines, workers

and ● A fair distribution of gains between workers



Marcel Golding

This agreement, which is not a substitute for low salary increases, includes certain rules and guarantees which define how the profit that goes to employees is distributed between workers

Mr Marcel Golding, assistant general secretary of NUM, said the profit-sharing schemes accepted certain principles

These were

- The right of NUM to negotiate a fair wage structure at industry level.
- Security of employment NUM and the Chamber of Mines agree that no worker will be retrenched or downgraded because of the profit-sharing scheme.
- Improvement in health and safety measures. Better efficiency must not be achieved at the cost of more accidents;
- Full disclosure of information to workers and the union to monitor the scheme.
- Workers' participation

Overhaul of tax system proposed

STAR 26/2/93

Consumer Reporter

The Congress of South African Trade Unions (Cosatu) has made several proposals it says will restore the legitimacy and credibility of the budgeting process.

Cosatu said in a media release yesterday that it would submit these proposals for discussion at the Co-ordinating Committee on VAT (VCC) Budget summit on Monday.

Its proposals include

- The appointment of a tax commission to review the entire tax system to make it more equitable and efficient, and to relieve the tax burden on the poor
- The appointment of an audit commission to supervise all government spending programmes, to investigate mismanagement, waste and corruption and to make recommendations on how to avoid them in future
- VAT body seeks summit - Page 13

NEWS IN BRIEF

Workers demand jobs

DISMISSED unionists organised under Cosatu's West Rand Workers' Forum marched on Kopp Plastics in Chamdor yesterday to submit a memorandum demanding their "unconditional reinstatement" after they were sacked for joining in last year's mass action.

And tomorrow dismissed workers from Cobra Watertech in Luipaardsvlei will also march to demand their reinstatement.

The memorandum says if employers do not respond within two weeks, workers in the area will be forced to "take action" against West Rand businesses.

STOP 26/2/93

(40A)

Health unions merge

■ THE Cape-based Health Workers' Union will merge with the National Health and Allied Workers' Union (Nehawu) at the weekend. (UOA)

This will boost Nehawu's western Cape membership to more than 8 000. The merger will take place at Nehawu's western Cape congress at the University of the Western Cape this weekend. (S)

W/Mand 19/2-25/2/93



Protests planned against tax hikes

Keys to meet Cosatu for Budget talks

BLOM 26/2/93

FINANCE Minister Derek Keys has called an urgent meeting with Cosatu today to discuss the Budget as disclosures of government corruption fuel the labour movement's opposition to increased VAT, PAYE or petrol tax.

Cosatu is believed to be preparing a series of actions at the offices of the Receiver of Revenue around the country to highlight its demands to end government corruption and for a Budget directed at creating jobs and providing housing and education.

A spokesman for Keys was not able to comment on the meeting.

A Cosatu spokesman confirmed Keys was due to meet union leaders in the second week of March, but had asked for the meeting today. He would not comment "at this stage" on Cosatu's planned actions around the Budget.

However, a Cosatu source said high-profile Cosatu leaders were planning occupations of Receiver's offices during the week before the Budget announcement. And lunchtime demonstrations, meetings and rallies — planned for March 16 — were being discussed in Cosatu structures.

He said Cosatu was particularly irked by the role of the IMF, which it believed was pressing government not to zero-rate basic foodstuffs. "The IMF gives us one impression and then goes to government with another agenda," he said.

Cosatu was opposed to any allocations to the "bantustans, tricameral Parliament and secret operations" and wants to stop all golden handshakes, he said.

DIRK HARTFORD
and LLOYD CUTTS

Meanwhile, the Co-ordinating Committee on VAT has called a meeting of a wide range of organisations to discuss the Budget. It said yesterday Cosatu, the ANC, the PAC, small business organisations and churches, among others, would meet in Johannesburg because of "the continuing crisis of poverty and the crisis of legitimacy and credibility of the Budget".

The meeting would discuss the lack of progress in the zero-rating of food and basic services, continuing high food prices and government's failure to improve the poverty relief programme.

The committee said it had made it clear to government that it would not support any overall increase in the VAT rate and that money to pay for zero-rating should come from an end to wasteful government spending and corruption.

Although the committee would soon be meeting Ministers and relevant corporations to discuss zero-rating of basic services, medicine and medical services, it was clear that these would not be accommodated in the Budget.

It said the key issue at the meeting was likely to be the disclosures of "gross mismanagement, waste and corruption in government spending".

Proposals included the establishment of a tax commission to review the tax system with a view to making it more equitable and efficient, and an audit commission to supervise all government spending programmes.

APR 11/3/93

Pick'n Pay moves into wage dispute with union

BRUCE CAMERON
Business Staff

140K

PICK'n Pay has moved into a wage dispute with the SA Commercial, Catering and Allied Workers Union (Saccawu) with a further battle on staff usage on the horizon, which could result in retrenchments

A dispute was declared on Friday in wage negotiations with Pick'n Pay offering R150 (equivalent to a 11,5 percent average increase) across-the-board, and the union demanding R250 (19,2 percent).

The dispute has been referred to mediation with three days set aside for negotiation from March 10.

Pick'n Pay labour relations general manager Mr Frans van der Walt said the food chain's offer was in line with the company's history of paying increases above the inflation rate.

"The inflation rate is expected to be less than 10 percent for the year. Our offer also compares favourably with other offers of around five to eight percent."

Dealing with the looming dispute with Saccawu over staff usage, Mr Van der Walt said there had been an on-going difference with the union for three years which was now coming to a head

A meeting with the union on the issue was scheduled for the end of March and eventual retrenchments were one option.

Mr Van der Walt said the problem lay in three areas These were

● Union opposition to staff being transferred from one branch to another as trade pat-

terns differed from one area to another for a variety of reasons, including the opening up of opposition stores or new shopping complexes. Mr Van der Walt said these transfers were in the permanent sense and not for a few days only;

● The alteration of trading patterns within a particular shop affected by changed shopping hours such as late night or weekend shopping. The union was opposed to shift times being changed to accommodate the customer changes that had occurred in low and peak shopping times; and,

● Union opposition to employees being swapped from one job to another during work hours even when they were only gainfully employed for half the working shift

Mr Van der Walt said in all three instances Pick n' Pay was being forced to employ extra staff at substantial cost.

"We have to be cost-effective and particularly so in a recession."

He said the union attitude was that Pick'n Pay had an obligation to employ the unemployed and that it was an unfair practice to change a job description or the place of employment of anyone established in a job.

Mr Van der Walt said the union also knew it was against Pick'n Pay policy to retrench people.

However retrenchment had to be considered in this case. Effectively it would be retrenching people and replacing them with others who would work where and when they were required

Keys pledged not to privatise Abacor — Cosatu

FINANCE Minister Derek Keys had ^{given} Cosatu an undertaking that Abacor would not be privatised under the current government, Cosatu general secretary Jay Naidoo said yesterday

810A 4/3/93
If reports that government intended to privatise Abacor by the end of May were true, then government was renegeing on its undertaking, Naidoo said

He called on Keys to "bring his colleagues into line" with the understanding reached
Cosatu has long been campaigning for a halt to all "unilateral economic restructuring"

140A
DIRK HARTFORD

Agriculture Minister Kraai van Niekerk said on Monday that the privatisation of Abacor would go ahead with a JSE listing by the end of May. He said deregulation of the industry had removed the last obstacle to privatisation

Naidoo said Cosatu had agreed it was necessary to deregulate those controls — like the bar on the production of hides and skins at abattoirs — which made Abacor uncompetitive. But Abacor's future was still subject to negotiation — which privatisation was trying to pre-empt



Cosatu unveils jobs plan

JOHANNESBURG. — Cosatu yesterday unveiled its job creation proposals, including an appeal to the civil engineering industry to commit itself to labour-intensive construction methods on state projects.

Cosatu general secretary Jay Naidoo told a news briefing the construction and civil engineering sectors had shed about 70 000

trained workers in the past few years.

As a result, Cosatu had approached five civil engineering federations to secure agreement on labour-intensive building.

Job creation has been identified as the top priority by the National Economic Forum and by Cosatu's planned "reconstruction programme" with the ANC.

Cosatu hopes a national job creation programme will be launched by April next year.

Naidoo noted that the contraction in jobs in general since 1991 had cost Cosatu about 150 000 members. CT 4/3/93

The Cosatu civil engineering initiative formed part of its public works programme, proposed at the economic forum.

M

NEWS IN BRIEF

Church faces test

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

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

BIDAY 4/3/93

R100 000 surf revamp

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

Workers bury hatchet

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

RSC gets new boss

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

R520m Post Office loss

BIDAY 4/3/93

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Labour-intensive projects favoured

BIDAY 4/3/93

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

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

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

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

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

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

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

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

ble without compromising standards

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

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

Other submissions focused on small-scale farming

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

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

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

Improvement of rural sanitation could create an initial 2 000 jobs

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

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

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LABOUR

Cosatu vows: All quiet on Budget Day

W/M and S/3 - 11/3/93.

(LLOA)

THE Congress of South African Trade Unions will not stage any industrial action on Budget Day later this month.

The 1993 Budget — likely to be the last white Budget — is probably a *fait accompli* and the federation knows that real economic negotiations are taking place in the plethora of multilateral forums like the National Economic Forum (NEF), the Housing Forum and others.

“Cosatu has no intention in the short-term of undertaking any industrial action,” said Jay Naidoo this week. He continued: “A Budget is a medi-

um to long-term plan and we did not want to negotiate this Budget.”

Naidoo warned against budgetary surprises which “will jeopardise a range of other negotiations”.

Instead, the federation would like to see allocations geared toward “reconstruction” to go into housing, pensions and widening the social security net.

It suggests that funds be “shifted from existing government departments to institutions or agencies with multilateral participation and support”.

Cosatu placed predictable demands on the table including a tax freeze, the zero-rating of Value Added Tax on

No marches, no mass action is Cosatu's promise for the tabling of the 'last white Budget'.

By FERRIAL HAFFAJEE

basic foods and services as well as urgent steps to end corruption.

It called for cuts in apartheid expenditure like the military and secret funds and said that all “golden handshakes and tax-free pensions” should end.

The South African Chamber of

Business added its voice to the call for no further tax increases, while Cosatu supported business’ call for an independent tax audit of all government departments and functions.

“It will be able to do more than just say who stole what at the end of the day,” Cosatu’s negotiations co-ordinator, Jayendra Naidoo, said this week.

Cosatu also believes that the departments of Finance and State Expenditure should be merged and that this idea could be investigated by a tax commission the federation hopes to negotiate in the NEF. If implemented, a tax commission

would restructure and overhaul the country’s tax system and report to a transitional executive authority by September this year.

This week, Department of Finance special advisor Japie Jacobs hinted that this year’s Budget would be one of the most unpopular. It comes at the depth of the country’s recession and on top of swelling corruption revelations.

There are likely to be tax increases, but he also suggested that money would be voted for public works and job-creating programmes.

Other analysts predict that VAT will be raised to 13 percent, but that basic foodstuffs will be zero-rated.

This week, a Budget Summit attended by a range of organisations backed Cosatu’s proposals.

The summit — convened by the Co-ordinating Committee on VAT — was attended by, among others, the African National Congress, the Pan Africanist Congress, the National Council of Trade Unions and small business organisations.

Although the summit acknowledged that its demands “will not be accommodated in the Budget to be presented on March 17”, it has planned a range of meetings with key players to put forward its ideas.

Yesterday, the committee met Health Minister Rina Venter and will meet Eskom and Finance Minister Derek Keys on March 9 and the Food Logistics Forum, headed by Raymond Ackerman, on March 29.

Parties beef about abattoir privatisation

w/mail 5/3 - 11/3/93.

ABACOR, the abattoir utility, is to go ahead with privatisation and a listing in the teeth of opposition from the African National Congress and South Africa's largest labour grouping, the Congress of South African Trade Unions

And the move has been announced despite recommendations to the contrary by the Kassier Committee and the Economic Forum, and widespread criticism of the privatisation last year

ANC spokesman Gill Marcus said this week "We are completely opposed to the privatisation of Abacor

as we are opposed to other privatisations"

It was not privatisation itself the ANC took issue with "Such a move has to take place within an economic policy. It should form part of a policy, not just be the selling off of the silver, which is what is taking place"

Abacor managing director Frans van der Vyver says "All interest groups have been informed about Abacor's intentions at the Economic Forum and during individual and group discussions"

However Cosatu's Jayendra Naidoo

Government has ignored objections from left, right and centre to the proposed privatisation of state abattoir utility Abacor

REG RUMNEY reports

says both labour and business opposed the privatisation at a National Economic Forum (NEF) presentation on the grounds that it would be premature

A presentation was made to the

NEF on the privatisation of Abacor and two points of view emerged, says Naidoo

●Business felt a privatised Abacor would not be feasible and would give Abacor a bad name, Naidoo said. Abacor should first be commercialised so that it could operate without the former restrictions which, for instance, prevented it dealing in hides and skins

●Labour's point of view, says Naidoo, was that it was opposed to all privatisation. The privatisation of Abacor at this critical stage of the transition would send the wrong signal

"A NEF short-term working group then agreed the consensus about the inappropriateness of the privatisation of Abacor should be communicated," says Naidoo

Finance Minister Derek Keys assured Cosatu last year the privatisation had been stopped

Opposition has also come from consumer groups and the government-appointed commission of inquiry into agricultural marketing which called for the scrapping of control boards

The Kassier report notes "The committee believes that it would be wrong to privatise Abacor en bloc, ignoring the advice and objections from many sources that in the interests of the majority of red meat farmers (note, not producers, thereby excluding feedlot-ers) and consumers the abattoirs should be offered for sale individually"

Agricultural economist Willie Lubbe, who is widely quoted in the Kassier report, reckons "It's a step in the right direction. There's no problem with Abacor's privatisation itself as long as its not dependent on statutory protection in competing with other abattoirs"

Abacor had a R109-million turnover in the 1991/92 year. Van der Vyver believes that deregulation will make its path to success plain sailing, and that its profit record will satisfy stock exchange listing requirements. A prospectus will be published soon

Lubbe is also concerned that not one corporation or co-operative will be able to buy shares in Abacor on behalf of farmers. Some organisations and co-ops see themselves as producers, but if they get too large a share in Abacor this will increase the concentration in the market

The privatisation will add another big meat company to a private sector dominated by Vleissentraal, Kanhym and ICS. In theory, size itself doesn't confer continued monopoly power without statutory regulation

●At the time of going to press Agriculture Minister Kraai van Niekerk had not responded to a faxed list of questions about the proposed privatisation

810AY 8/3/93
140A
**AECI and
union settle**
ERICA JANKOWITZ

THE SA Chemical Workers' Union (Sacwu) and AECI have settled their 1993 wages and conditions of employment.

A Sacwu spokesman said agreement had been reached on Friday after two rounds of mediation.

The settlement, back-dated to January 1, included a 10% wage increase for grades B and C and an 8,75% across-the-board rise for other categories.

Hours of work had been reduced from 44 to 43 a week without loss of pay.

It was also agreed that March 21 would be treated as "no work, no pay, no discipline" by the company.

Job evaluation would be discussed by management and Sacwu at the end of the month and the company had agreed to suspend all retrenchments until April 9 when negotiations on this issue would commence.

The company had agreed to a provident fund being established by June 1.

News in brief

Body found in grounds

THE body of a Wattville Hostel resident has been found in the hostel grounds with two bullet wounds, East Rand police reported yesterday

The body of Mr Johan Mgabhe (30), was found on Sunday night, police spokeswoman Captain Ida van Zweek said

No arrests had been made and the motive for the attack was not known

Also on the East Rand, three unidentified men were arrested separately after being found early yesterday with firearms and ammunition.

Workers stage blockade

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged

lack of police action against commuter intimidation *South 9/3/93*

The protesters accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel by taxi instead

Police briefly detained three drivers during the blockade and impounded the buses

Cops probe shooting

EAST Rand police are investigating a shooting at a Daveyton nightclub at the weekend in which a man was accidentally shot in the head when a nightclubber tried to confiscate a policeman's gun. The unidentified bystander was in a critical condition in the Boksburg-Benoni Hospital, police spokeswoman Captain

South 9/3/93

(140A) (140B)



Cosatu's plan for audit commission

ERICA JANKOWITZ (140A)

COSATU officials met Finance Minister Derek Keys yesterday to present the organisation's proposals for independent tax and audit commissions to monitor state expenditure. *B/DAY 10/3/93*

The delegation also outlined demands concerning the VAT zero-rating of basic foodstuffs, water, electricity and medical services, and opposition to any increase in direct or indirect tax.

A Cosatu statement after the meeting said its envisaged tax commission could be charged with reviewing the entire tax system by September 1993 so that recommendations could be embodied in the 1994/95 Budget.

Cosatu proposed that statutory powers be conferred on the commission, which would be paid for out of public funds.

The aim of the audit commission would be to prevent wastage and corruption in government expenditure for the 1993/94 fiscal year and to maximise transparency and public accountability in this area.

Cosatu said the State Expenditure Department had been shown to be "completely ineffective in controlling budgets and expenditure", thus necessitating the establishment of the commission.

Further, independent auditors should be appointed to monitor spending by all government departments and statutory bodies receiving allocations.

Cosatu also proposed that all government departments consult the commission before incurring any major expenditure outside the budget.

A Cosatu spokesman said the Minister had agreed to take the Cosatu proposals back to his principals and to respond to the federation "in due course".

Lack of redistribution plans slated

140A

By Sven Lunsche and Mike Siluma

Both the ANC and Cosatu yesterday expressed major concerns at key aspects of Finance Minister Derek Keys's economic adjustment programme.

Both organisations, however, welcomed the Normative Economic Model as a valuable contribution to the debate on a future economic structure

At a press conference yesterday the head of the ANC's economic planning unit, Trevor Manuel, said the model represented the

first time the government was willing to address economic issues in a "non-ad hoc" way

"It also acknowledged that the current problems facing the economy have resulted from the rigidities of apartheid," Manuel said.

The cornerstone of the model, which has been widely welcomed by business, is sustainable employment creation through higher economic growth and investment.

The ANC objected to the programme for not addressing the mal-distrib-

ution of wealth in SA and not proposing measures to achieve a redistribution of income.

"The socio-economic focus of the model is extremely weak and we are given no indications of an overall development programme," Manuel said

He was also critical of plans to shift the total burden more towards indirect taxes, such as VAT.

"This will hit the poorest communities particularly hard as they spend a greater proportion of their incomes on basics."

Both Cosatu and the ANC condemned the pro-

gramme's labour policy proposals, which include minimal real wage increases and decentralised wage bargaining structures

"We see no possibility of agreeing on economic policy goals on the basis of low wages and poor labour standards," Cosatu said.

The ANC said the model's "right-wing approach to industrial relation" laid all the blame for high unit labour costs and poor productivity at the door of the workers and did not examine other factors such as capital costs and lack of training.

Dobsonville workers in march on civic centre

Soweto 11/3/93

■ Pressure to get rid of local authorities

A FEW hundred sacked workers of the Dobsonville City Council and supporters of the South African Municipal Workers Union marched on the Johannesburg Civic Centre yesterday

A memorandum was handed to a representative of the Central Witwatersrand Metropolitan Chamber requesting its intervention on behalf of dismissed workers with the Dobsonville council, which is a member of the chamber

Maintain pressure

Spokesmen for the civic associations of Johannesburg and the African National Congress told the gathering that pressure would be maintained to get rid of all non-representative black local authorities

They also said the Soweto and Diepmeadow councils, accused of corruption and inefficiency, were only dissolved after much pressure and Dobsonville would be the next council to go -
Sapa

Numsa to air issues

THE Numsa central committee meeting scheduled for this weekend would discuss strategic issues facing labour, a spokesman said. These included national collective bargaining demands and strategies for the year ahead; how to improve union organisation and servicing as well as the drafting of an election manifesto and reaction to the Cosatu reconstruction accord.

BIDM 12/3/93

(140A)

No single service union

COSATU has denied stating that a single service sector union, incorporating the SA Domestic Workers' Union, would definitely be formed.

A spokesman said the amalgamation of unions in the public sector was planned for next year, but the formation of a service sector union was still being studied.

REPORTS Political Staff,
Business Day Reporters Sapa

(1408)

NEWS IN BRIEF

BIDAM 12/3/93

Minister loses patience

MANPOWER Minister Leon Wes-
sels has lost patience with the fail-
ure of the SA Agriculture Union
and Cosatu to organise a meeting
to discuss the legal position of
farmworkers

He said in Cape Town yesterday
that he was "now personally going
to endeavour finding a suitable
date for dialogue"

140A



'Stop all govt perks'

SOUTH 13/3-17/3/93.

COSATU does not want taxes — including VAT and income tax — to be increased in this year's Budget.

The union federation's secretary general, Jay Naidoo, says Cosatu wants Budget allocations to finance economic restructuring. It also wants a halt to expenditure on apartheid-related departments.

The National Council of Trade Unions (Nactu) is also opposed to an increase in income tax.

Cosatu says it wants all bureaucratic perks stopped.

"All civil servants, including the president, should pay tax and the practice of golden handshakes and housing and travel privileges for the state should be abolished," Naidoo said last week.

Government corruption should be stopped by firm financial controls. Cosatu wants the income and expenditure sides of the Budget brought under one government department, and each department audited to identify areas of wastage and corruption.

Cosatu is discussing the need for an independent tax commission to rationalise government income and expenditure and make it more efficient.

While Naidoo conceded the deficit could not be ignored, he said priorities should be identified and addressed over time.

Cosatu believes these priorities to be housing, health and job training needs.

The involvement of agencies like the Development Bank of South Africa would assist in delivering resources to people who need them.

Restructuring the public sector and incorporating the homelands is also high on Cosatu's agenda.

This would mean the demise of own affairs administrations, which would save millions.

A saving of R2,5 billion a year could be made if the homelands were incorporated into South Africa, according to conservative estimates.

According to the Central Statistical Services, the homelands salary bill for their 230 000 public servants would exceed R5 billion this year.

The saving would be made at the level of executive and administrative level.

Cosatu acknowledges that essential services would have to continue.

Lavish perks for chief ministers and their cabinet colleagues have loaded costs significantly.

The six homelands have a combined total of 57 ministers, including chief ministers.

Gazankulu had nine, KaNgwane nine, Kwazulu 12, Lebowa 10, QwaQwa eight, and KwaNdebele nine.

Their total grant from the South African government in the current financial year was just under R9 billion.

140A

Protests over Budget

B1/D1/94
16/13/93

PICKETS and marches would be held today at the Receiver of Revenue offices in Johannesburg and Port Elizabeth. These were among events arranged by Cosatu to focus attention on the Budget. A march to Parliament would also be staged, Cosatu said.

Central bargaining 'still alive'

8:00 AM 16/3/93

ERIC JANKOWITZ

THE NUM is committed to centralised bargaining despite its willingness to negotiate wage, productivity and profit-sharing agreements at mine level, NUM assistant general secretary Marcel Golding says.

Golding, quoted in the latest Bilateralism Review, said NUM strategy was a reaction to the present structural crisis in gold mining.

He said "If the gold price goes through the roof, then obviously we would not consider this to be necessary and would revert back to our traditional basic wage negotiations."

The NUM's view was wage levels should be set at industry level but aspects which augmented the basic wage such as production efficiency could be settled at mine level.

The two-tier approach was work-

ing well, but there was room for improvement, Golding said. Fuller disclosure of information was required to persuade workers of the need for improved productivity.

Golding said the 1983 central procedural recognition agreement had provided for two levels of bargaining and the NUM had now provided for a third level: the mining house. This would take a particular mining house's philosophical approach into account in negotiations.

He conceded the Chamber of Mines faced strong internal pressure to end its central bargaining role. This would be short-sighted as the gold mining crisis "requires an industry-wide solution".

Star 18/3/93

Numsa slams phone plan (uof)

The Government's plan to implement a competitive cellular telephone system without adequate consultation has been slammed by the National Union of Metalworkers of SA's central committee. The union said in a statement yesterday that the proposed cellular telephone service would result "in a commercially profitable service for the urban centres only, with no cross subsidisation or benefit to rural areas".

Anglo back as a target

Weekly Mail Reporter

WATCH out Anglo, Alusaf, Columbus and Telkom, Numsa's coming to get you.

The National Union of Metalworkers of South Africa's weekend central committee meeting was geared at hammering out a co-determined approach in the industry, but it also drew up campaigns with more mass appeal. W/Mail 1913-2513/93.

The campaign to unbundle the mother of all monopolies, the Anglo-American Corporation, will be resuscitated. Adopted with great fanfare by the Congress of South African Trade Unions last year, it was dropped after a single meeting with Juhan Ogilvie Thompson.

Numsa general secretary Moses Mayekiso this week said "concrete proposals and time-frames" would be put to Cosatu and that efforts were being made to revive the Anglo shop-stewards council.

The union noted that "billions of rands in taxpayers' and public money" was being spent on the Alusaf and Columbus projects but that their job creation potential was limited.

Numsa's Berme Fanaroff said that, in addition, the projects had created 20 000 jobs in the UK after project orders had been placed with a company called Davey International.

Numsa believes that such orders must be off-set: "Seventy percent of the total value of such overseas contracts must be spent in South Africa."

And no, the union will not be campaigning for lower telephone bills for its 273 000 members. But it will lobby for the government to negotiate its plans to grant telephone licenses and to introduce a cellular telephone system.

Cosatu chides and praises

W/Mail 49/3-25/3/93
By FERIAL HAFFAJEE

ITS response to the Budget was classic Congress of South African Trade Unions stuff—at once full of quotable quotes, fury and fuming but not without some praise for Finance Minister Derek Keys, one of its newest friends.

Perhaps Cosatu, like others, expected greater creativity from Keys, the first finance minister to enjoy at least a conciliatory relationship with the labour movement.

The sop the minister threw to labour last week (the Value-Added Tax zero-rating of basic foodstuffs) did not work.

The federation christened his day-old baby "an apartheid Budget drawn up by an illegal, unrepresentative white government".

Predictably, the sharp increase in the VAT rate raised the greatest ire. It would fall heavily on the poor, it was inflationary and would dampen any consumer confidence sending the recession into a flat spin, said Cosatu.

The petrol price increase was "unacceptable" after revelations of enormous graft in the Multilateral Motor Vehicle Fund.

Cosatu railed at Keys' general failure to do anything about corruption and mismanagement. And more specifically, it criticised the Budget's silence on calls for an independent tax audit and a tax commission.

"The minister missed his mark," said Cosatu general secretary Jay Naidoo. "The Budget lacks a clear development path and feeds into an enormous bureaucracy that absorbs an enormous amount of money."

On the other hand, company tax cuts, job-creation plans and tax exemption on retrenchment packages won Keys some kudos.

Cosatu set to scale down politics role?

140A

ARG 24/3/93

SHARON SOROUR
Labour Reporter

COSATU is likely to scale down its political activity this year with the end of the mass action campaign and resumption of negotiations, writes labour specialist Mr Karl van Holdt

Assessing the year ahead for labour, Mr Van Holdt, editor of the SA Labour Bulletin, said Cosatu had been "marginalised from the political process" and it was highly unlikely there would be a stayaway this year

"This means 1993 could be the first year since 1985 that the labour movement has not called a stayaway," he said in his journal's latest edition. Mr Van Holdt said the era of stayaways was over "for the time being"

"Partly as a result of last year's action, as well as the 1991 anti-VAT stayaway, political negotiations are now on track and Cosatu has access to forums such as the National Economic Forum (NEF), where unilateral government decision-making can be challenged

"This will make large displays of power less important. If necessary the labour movement will probably use other kinds of tactics on specific issues"

The federation's concentration on political activity over the past few years had meant neglecting workplace, organisational and economic issues

Although it was highly unlikely that there would be a mass stayaway this year, Cosatu would continue to appear in the political arena.

"Its priorities will be to establish a reconstruction pact with the ANC and to mobilise for the election of a constitution-making body."

A reconstruction pact would rest on four pillars — job creation, the development of social services and social wage, national human resource and expanding citizenship rights

● Last year the "militant, democratic" labour movement stopped growing for the first time since 1980. Cosatu's membership has dropped by about 75 000 since 1991

Volkswagen may cut 25% of workforce

ERICA JANKOWITZ

VOLKSWAGEN SA and employee representatives have started negotiations which are expected to lead to a reduction of about 25% in the company's workforce

Last Friday VW management met the National Union of Metalworkers of SA (Numsa), representing 6 000 hourly paid workers, and the SA Iron, Steel and Allied Industries' Union, which claims about 2 000 members. They met again yesterday and another meeting is scheduled for Friday.

A VW spokesman said the company was considering all opportunities to cut costs because of the state of local and international car markets. VW declined to confirm suggestions that it was seeking to reduce its 9 500-strong workforce by 2 300 through layoffs, natural attrition and early retirement. The spokesman said VW hoped to avoid retrenchments but this could not

be ruled out

He also denied that the cutbacks were due to VW's falling market share. The company produced about 15% fewer vehicles in 1992 than in 1991 and lost 2% of its market share — second only to Toyota which was affected by a protracted strike.

The launch of VW's third-generation Golf and Jetta ranges has been postponed to mid-April because inspectors from VW's German parent company ruled that the quality was substandard.

Iron and Steel Union spokesman Van Niekerk Venter said rumours of 2 000 retrenchments had been denied by VW MD Peter Searll. But in the past "the grapevine had been proven to be accurate". A Numsa spokesman refused to comment "because of the sensitivity of the discussions".

140A
8/10/92 24/3/73



Blom 25/3/93

Technikon tuition for union leaders

140/AFRICA (JANKOWITZ)

SELECTED shop stewards from the National Union of Metalworkers of SA (Numsa) are to undergo technikon training next year to enable them to participate meaningfully in production and management decisions.

In terms of the wage agreement signed last year between Numsa and car and tyre manufacturers, the union would nominate one shop steward a company to undergo technikon industrial and/or production engineering training.

The agreement was based on discussions concerning the achievement of production schedules after the protracted Volkswagen dispute.

Numsa spokesman Les Kettleidas said employers had agreed to provide fulltime training and development opportunities to shop stewards to ensure they were better informed in production techniques.

The manufacturers had undertaken to cover all costs of the training.

However, according to Kettleidas, the union and employers were still discussing course content to ensure the curriculum covered all requirements of both parties. Selection criteria were also under discussion.

Dissidents oppose Saccawu

■ A RIVAL trade union to the South African Commercial Catering and Allied Workers' Union (Saccawu) is being formed by dissident organisers in the northern Transvaal. (1401)

Congress of South African Trade Unions regional secretary Joe Silau

W/Mail 26/3 - 1/4/93

BRIEFS

26/3 - 1/4/93
this week called on members to "distance themselves from such people" and said the three former Saccawu organisers claimed alliance to the African National Congress and South African Communist Party in their recruitment drives. (1401)

Not what you'd expect from a VW

W/Mail 26/3-14/93

VOLKSWAGEN South Africa is likely to retrench up to 25 percent of its workers, according to industry sources. This news could shake an already fragile labour scene in the eastern Cape.

The company is locked in negotiations with the National Union of Metalworkers of South Africa, which has 6 000 members at VWSA, and with the South African Iron, Steel and Allied Industries' Union which has 2 000 members.

The company employs 9 500 workers and is expected to thin out its workforce by 2 300 employees through layoffs, natural attrition and early retirement.

Both the company and the union declined to comment. Manufacturing companies in the

region are being forced to retrench workers because of the weakening economy, but unions believe other solutions can be found.

Already thousands of workers have been retrenched — the highest figures in the region — and labour experts predict this number will increase steadily during the year.

A survey by a BA Honours (Industrial Relations) student at the University of Port Elizabeth (UPE), Julie Andrea Ehinger, found that six per-

cent of the total workforce in Port Elizabeth and Uitenhage alone had been retrenched between January 1990 and August 1992. Ehinger predicts that these retrenchments will increase during 1993 and bases this on discussions held with people in industry.

Attempts by Volkswagen to lay

off a quarter of its workforce,

with its ensuing ripple effect

on other industries, will be

another blow for the troubled

eastern Cape economy.

By BEVERLEY GARSON

Martheanne Finnemore, of the UPE Industrial Relations Unit, supports her predictions. Finnemore said retrenchments will continue in 1993 and that this trend has already been proven with the announcement by two established Sappi companies that there will be retrenchments in its factories.

"The picture for 1993 looks bleak,"

she forecasts. "We are aware that people are being retrenched all the time. Permanent employment is diminishing in the area and nobody that leaves is being replaced."

"With one in every 14 people finding a job the picture looks bleak. If people with degrees can't find jobs what about people with only Standard Six?" asks Finnemore.

She believes trade unions will push for a moratorium on retrenchments and that this will be strongly resisted by managements. Union leaders feel workers should not bear the brunt of the bad economy and that other methods of survival for the region should be investigated.

An eastern Cape Congress of South African Trade Unions representative, Thobile Mhlahlo, feels retrenchments

are unacceptable. "Retrenchments are not the only method that can be applied in addressing the crisis in the economy of the eastern Cape. Retrenchments will contribute to the 70 percent of people who are already unemployed in this region," Mhlahlo says.

He says workers will think of strategies on how to respond to possible retrenchments and each Cosatu affiliate will have to give direction on what workers want. Mhlahlo says workers will have to decide if they are going to fight strongly for a moratorium on retrenchments during this year's annual negotiations.

"The question of retrenching workers is negative. It is negative to the economy, processes of negotiations and to the reconstruction process."

He says instead of retrenching workers companies can improve skills training under the reconstruction process. However, business sees no other solution but retrenchments, but is fairly positive that this trend will change during the second half of the year.

Midlands Chamber of Industries (MCI) representative Madeleine Loyson believes the continuing trend of retrenchments will continue at least until the middle of this year. She says retrenchments in one industry will have ripple effects in other industries and this continuing "spiral downwards" has not stopped.

On a positive note, Loyson says employers are "much more sensitive about job creation" and that the MCI is becoming involved in assisting the informal sector and small business which must be encouraged because of retrenchments.

In February the East Cape Economic Development Forum was launched in Port Elizabeth with top speakers highlighting ways of rebuilding the eastern Cape economy.

This forum incorporates major business representatives, all political parties and organisations and interest groups striving to improve the local economy which could, in turn, lead to more employment opportunities rather than retrenchments.

Work to rejuvenate the eastern Cape economy will not be done overnight and the forum certainly has its work cut out for it. One advantage this region has over others is that there is a relatively low level of violence. — Pen

Star 29/8/93

Cosatu demo outside SABC

About 200 Congress of South African Trade Union members on Saturday morning staged a 20-minute demonstration outside the SABC at Auckland Park, Johannesburg, because the new SABC board has not yet been appointed. (40A)

Living wage on agenda

A COSATU conference held at the weekend to plan strategy was dominated by moves to resurrect the living wage campaign. Sources said other issues high on the agenda were agency shop arrangements, industry provident funds, profit-sharing, retrenchment and job creation. (140A)

8/1997
29/13/93

Nehawu group on the march

EPB
140A

STATION

■ Unilateral restructuring angers union:

ABOUT 300 members of the National Education, Health and Allied Workers Union (Nehawu) on Saturday marched on four education and medical institutions to protest about unilateral restructuring among other things

The marchers first handed a memorandum to the director of South African Institute for Medical Research, Professor Jan van den Ende, protesting about unilateral restructuring in the SAIMR and the termination of union recognition agreement

Sowetan 29/3/93
They also asked the SAIMR to negotiate with their leaders on the amendment of the agreement

Another memorandum, presented to Afrox, called for retrenchments to be suspended

The group then proceeded to the offices of the Department of Education and Training and the Department of Health, where they delivered two identical memorandums

— Sapa





■ RENEGADE'S RIGHTS

Don't tangle with the 'boss':

By Takalani Madima

THE NATIONAL UNION of Mineworkers is reported to have expelled 21 renegade members some time late last year. Does a trade union have the right to expel a member? Can a union say "We do not want to associate with you because your unbecoming conduct is detrimental to our interests". The principle source of the right of association is the International Labour Organisation. Other sources are the Universal Declaration of Human Rights, International

Unions draw line for members

Covenant on Social, Economic and Cultural Rights, International Covenant on Civil and Political Rights. Regional instrument for our continent is the African Charter on Human and People's Rights known as the Banjul Charter.

Human rights instruments as they are called, guarantee the workers' right to associate with like-minded people in an association for the protection of economic and other interests.

Freedom of association

It is illegal to forbid workers to belong to a trade union or to punish them for doing so. There are certain categories of workers whose deprivation of this right remains compatible with international labour standards.

What concerns us in this article is whether a worker, who the law of the land has accorded the right to join a trade union, can be lawfully denied that right at the insistence of fellow workers.

The Num case is a good illustration. So is that of Cheall versus the United Kingdom. Mr Cheall was expelled from his trade union (Apex) because he had joined it without getting a clearance from his former union (ACTSS). The expulsion was in accordance with the Bridlington Principles (to which both unions are signatories) which states that "No one who is or has been a member of any affiliated union should be accepted into membership in another union without inquiry of his present or former union".

Cheall challenged his expulsion in a civil action on the grounds that it was contrary to the European Convention on Human Rights which states that "everyone has the right to freedom of assembly and freedom of association with others, including the right to form and to join trade unions for the protection of his interests".

Allowed to appeal

The tribunal ruled against Cheall. He was allowed to appeal. Apex counter-appealed and the House of Lords decided that "freedom of association can only be mutual, there can be no right of an individual to associate with other individuals who are not willing to associate with him".

Cheall took the matter to the European Commission on Human Rights. They arrived at the same conclusion, reiterating that the right to join trade unions was a special aspect of freedom of association which protects first and foremost against state action. It said that the right to form trade unions involved the right of trade unions to draw up their own rules.

This right is also protected by Convention 87 of the ILO. Trade unions therefore remain free to decide, in accordance with their own rules, the question concerning admission to and expulsion from the union.

The Num constitution states that "should a member, in the opinion of his branch committee, conduct himself in a manner detrimental to the interests of the union and its members, his membership and benefits may be suspended or he may be expelled from the union".

The right to belong to the trade union of one's choice is not absolute. Freedom of association is not intended to benefit just the individual but the collectivity as well.

As the Num constitution points out, before an expulsion can be effected an inquiry is held which affords the member the opportunity of defending himself.

The constitution makes provision for appeal.

● The writer is senior research officer, labour, Centre for Applied Legal Studies, University of the Witwatersrand

FACTS ABOUT BTH BUS TARIFFS

Since Bophuthatswana Transport Holdings (BTH) announced its tariffs increase of 15% effective from 29 March 1993, many inquiries were received pertaining to how much bus tickets really cost.

The following is a number of examples of prices of 5 day weekly tickets. The prices represent the portion that the passenger pays after subsidy has been calculated.

1. HAMMANSKRAAL AREA

Botlhaba Tswana Transport: Telephone: (01464) 78360

All prices are from the relevant zones to the centre of Pretoria (Central Business District).

	5-Day	Per Trip	Per Day
Zone 1: Temba/Bosplaas	R20,40	R2,04	R4,08
Zone 2: Stinkwater/Makapanstad	R26,90	R2,69	R5,38
Zone 3: Haakdoornlaagte/Kgomo-Kgomo	R27,70	R2,77	R5,54
Zone 4: Pankop/Bultfontein	R31,50	R3,15	R6,30
Zone 5: Skilpadfontein/De Putten	R32,90	R3,29	R6,58
Zone 6: Ngobi/Vergelegen	R31,70	R3,17	R6,34

The following prices are for trips to Brits

	5-Day	Per Trip	Per Day
Zone 1: Haakdoornlaagte/Bultfontein	R30,30	R3,03	R6,06
Zone 2: Lekgonyane/Jericho	R24,20	R2,42	R4,84
Zone 3: Maboloka	R23,60	R2,36	R4,72
Zone 4: Letlhabile	R20,80	R2,08	R4,16
Zone 7: Ga Rankuwa	R20,70	R2,07	R4,14
Zone 9: Bapong	R23,10	R2,31	R4,62
Zone 10: Hartbeesfontein	R25,30	R2,53	R5,06

3. MABOPANE AREA

Batswana Gare Transport: Telephone: (01461) 23311

The following prices are for trips to Pretoria CBD.

	5-Day	Per Trip	Per Day
Zone 9: Klippgat/Madidi	R30,40	R3,04	R6,08
Zone 10: Shakung/Moiletswane	R33,20	R3,32	R6,64
Erasmus	R23,60	R2,36	R4,72

The following is for bus trips to Valhalla.

	5-Day	Per Trip	Per Day
Zone 1: Whetstone	R22,40	R2,24	R4,48



TV, radio licence boycott warning

Sowetan 30/3/93

(140A)

A BOYCOTT of television and radio licences, spearheaded by organised labour, could follow if the Government does not move fast to democratise the SABC and remove it from party political control.

This emerged from the Congress of South African Trade Unions conference at the weekend in which it was resolved to put pressure on advertisers to withdraw advertising if the SABC restructuring deadlock was not broken soon.

Cosatu said it was committed to a total boycott of SABC licences if no other solution was found.

■ Cosatu tells government to move fast in democratising the SABC and establishing central bargaining:

Cosatu's three-day campaign conference was attended by over 300 senior worker leaders and a decision was also taken to throw the union federation's full weight behind the African National Congress.

The conference condemned alleged attacks on central bargaining by Government and employers, saying it would fight fiercely to defend and advance this negotiations strategy.

It said centralised bargaining was a

critical element for success in constructing a growth path for the economy.

"We are not prepared to have prescribed to us a type of economic growth which continues to pay starvation wages and undermines labour standards," Cosatu said.

Government and employers would be targeted for a specific action programme if economic restructuring was not negotiated with the trade union movement, the conference resolved.

LEARN BOOKKEEPING and ACCOUNTING A 1

2 500 E Cape textile workers start wage strike

SHARON SOROUR, Labour Reporter

THOUSANDS of textile workers have gone on a wage strike at three Da Gama textile plants in the Eastern Cape

About 2 500 workers, members of the SA Clothing and Textile Workers' Union (Sactwu), downed tools last Wednesday after negotiations between the union and management deadlocked, said union spokesman Mr Shahied Teladia.

Workers at the three plants — Cyril Lord in East London, Good Hope Textiles in Zwelitsha and Home Fashions Mdantsane — took part in a strike ballot and voted for industrial action

Mr Teladia said: "Workers at Da Gama textile plants in the Eastern Cape earn the lowest wages in the country"

The workers were demanding a R40 weekly wage increase backdated to January 1, a 10 per cent allowance for night shift employees and a long service bonus of 50c a week for every year of service.

"Da Gama responded with an offer of an increase of six percent or R10 a week across-the-board, whichever is greater. This was rejected

"The latest offer was R9 and will decrease by 50c for every week which passes without workers accepting it. Therefore, if we do not accept by the end of this week, the wage offer will be R8,50"

Mr Teladia said Da Gama workers earned about 50 percent less than Sactwu members at the Frame group in Natal

"Frame pays a spinner R250,69 a week compared with the R125,29 that Da Gama pays its workers. Another company, David Whiteheads in Natal pays R229,50 for the same grade of work"

Workers at Da Gama did not get a night shift allowance or a long service bonus, while workers at the other two plants received both

Mr Teladia said the union wanted to address the issue of "unfair competition regarding wages" with employers nationwide

"This strengthens our call for a national industrial council for the textile industry."

Trade union federation Cosatu had pledged its support for the strike, said Cosatu spokesman in East London Mr Isaac Rayi.

Cosatu

questions

Star 11/4/93
Transkei

blockade

By Patrick Laurence

The "siege" of Transkei by South African security forces looked like an attempted repeat of the January 1986 blockade which led to the overthrow of Lesotho Prime Minister Leabua Jonathan, Cosatu vice-president Sam Shilowa said yesterday.

Speaking at a press conference, Shilowa conceded that President F W de Klerk was justifiably concerned about ongoing violence and evidence that some of it might emanate from Transkei.

Shilowa said it was contradictory for De Klerk to place violence on the agenda of the multiparty negotiations — which start today and at which Transkei will be represented — but to take strong action before the negotiations began.

Shilowa's remarks were made at the start of a conference called to brief journalists on Cosatu's recently adopted programme of action.

Shilowa, who is also a member of the South African Communist Party's central committee, made it clear that Cosatu would support the ANC but at the same time seek to make reconstruction — fighting poverty, unemployment and retrenchment — part of the ANC's election manifesto.

There was no question of Cosatu presenting the ANC with an accord to sign on a take-it-or-leave basis, the accord would be negotiated with the ANC with input from both sides.

Anticipating criticism from the PAC that Cosatu's pro-ANC stance would alienate those of its 1.3 million members who are not ANC supporters, Shilowa said: "There is a difference between encouraging members to vote for the ANC and compelling them to do so."

In any case, Shilowa added, it was an open secret that Cosatu was a member of the ANC-led tripartite alliance.

Cosatu's programme of action, as outlined by Shilowa, identifies it as a strong opponent of federalism.

NEWS FW de Klerk's action pre-empts scheduled mee

Cosatu chief slams blockade of Transkei

Sowetan 1/4/93
Sowetan Correspondent

THE "SIEGE" of Transkei by South African security forces looked like an attempted repeat of the January 1986 blockade which led to the overthrow of Lesotho Prime Minister Leabua Jonathan, Cosatu assistant general secretary Sam Shilowa said yesterday.

Speaking at a Press conference, Shilowa conceded that President FW de Klerk was justifiably concerned about ongoing violence and evidence that some of it might emanate from Transkei.

But, he said, De Klerk's decision to mount roadblocks on roads leading out

■ Move compared to measures prior to Lesotho coup:

of Transkei pre-empted the outcome of his scheduled talks on April 5 with Transkei military ruler Bantu Holomisa.

Moreover, Shilowa reckoned, it was contradictory for De Klerk to place violence on the agenda of the multiparty negotiations - which start today and at which Transkei will be represented - but to take strong action before the negotiations started.

Shilowa's remarks were made at the start of a conference called to brief journalists on Cosatu's recently adopted programme of action, including its plans for

economic reconstruction and development

Shilowa, who is also a member of the South African Communist Party's central committee, made it clear that Cosatu would support the ANC but at the same time seek to make reconstruction - fighting poverty, unemployment and retrenchment - part of the ANC's election manifesto.

There was no question of Cosatu presenting the ANC with an accord to sign on a take-it-or-leave basis - the accord would be negotiated with the ANC.

Farm labour law delay surprises Cosatu

CAPE TOWN — The Cabinet's move to defer its decision on labour laws for farm workers came as a surprise to Cosatu, which expected the Basic Conditions of Employment Act to be implemented by today, Cosatu spokesman Neil Coleman said yesterday. *B/DM 1/4/93.*

He was reacting to Manpower Minister Leon Wessels's statement that the Cabinet had not decided on the issue yesterday. Wessels said the extension of the legisla-

tion to agriculture would receive Cabinet attention next week.

In terms of Cosatu's agreement with Wessels on November 6, the Act would be extended to farm workers by April 1, and the Labour Relations and Wage Acts by the end of the parliamentary session, Coleman said.

(1407) (150)
"The fact that the Cabinet did not regard this of sufficient urgency to make a decision is extremely disturbing." — Sapa.

Cosatu warning on farm workers

(160A) (13) (12)

OT 2/4/93

JOHANNESBURG, — Cosatu has threatened to review its participation in negotiating forums with the government following a cabinet decision to defer promulgation of labour laws for farm workers.

"Cosatu is extremely disappointed and angered by the turn of events. This move makes a mockery of the entire negotiations process," the congress said in a statement yesterday.

It was reacting to Minister of Manpower Mr Leon Wessels's statement that the cabinet had not decided on the issue of basic rights for farm workers at its regular meeting on Wednesday.

Mr Wessels said the extension of legislation to agriculture would receive special attention at a cabinet meeting next week.

Cosatu said that in terms of an accord signed by Mr Wessels and Cosatu general-secretary Mr Jay Naidoo on November 6, the Basic Conditions of Employment Act for farm workers would be promulgated by April 1

"The agreement to extend basic rights to farm workers was in fact made in the Laboria Minute, signed in September 1990. Three years later farm workers are still denied basic rights such as sick leave, paid leave and limitations on working hours"

Cosatu said it had a written undertaking from the Department of Manpower's director-general that recent discussions between Cosatu and the South African Agricultural Union would in no way jeopardise the promulgation of the BCEA on April 1

If nothing came of next week's cabinet meeting it would have to conclude that any agreements reached in talks with the government could receive the same treatment.

"The national office-bearers will thus be forced to recommend to our executive committee that it reviews Cosatu's participation in the various negotiation forums where we are present" — Sapa

NEWS MI exposed

MI agents

infiltrated

IFP — MP

■ Agents were used against the ANC:

By Ismail Lagardien
Political Correspondent

GOVERNMENT was still using Military Intelligence to infiltrate its political opponents and had placed agents provocateurs in the administrations of homelands that were friendly with the ANC, Parliament has heard

The DP MP for Umhlanga, Mr Kobus Jordaan, told Parliament on Wednesday that the covert operation had started during the '80s when it had relative success

The programme was still active, he said

Jordaan said he had anonymously received a "package of information" detailing the placement of certain people, notably Mr Rowan Cronjé of Bophuthatswana and Mr Walter Fellgate of the Inkatha Freedom Party, in homelands that were hostile to Pretoria

Cronjé was first placed in Ciskei, after which he was "sent" to Bophuthatswana where he was an "absolute success" Success was also achieved in KwaZulu, where, it is alleged, Fellgate, a member of the IFP's central committee, had managed to bring Chief Mangosuthu Buthelezi back from closer co-operation with the ANC and towards Pretoria

Jordaan named General Tienie Groenewald, former secretary of the State Security Council, as the person behind the strategy

Jordaan said the State had also paid Professor Albert Blaustein, an American constitutional expert, to write constitutional proposals for Mr John Gogotya's Federal Independent Democratic Association He spoke during the Budget Debate and defended a question he had put to President FW de Klerk last month on the placement of agents in opposition parties

De Klerk was kept informed of developments, he added

Cosatu warns of walkout

■ Laws for farm workers cause rift:

THE Congress of South African Trade Unions has threatened to review its participation in negotiation forums with the Government following the Cabinet's decision to defer the promulgation of labour laws for farm workers

"Cosatu is extremely disappointed and angered by the turn of events This move makes a mockery of the entire negotiations process," the union said yesterday

The congress was reacting to Minister of Manpower Leon Wessels' statement that the Cabinet had not decided on the issue of basic rights for farm workers at its regular meeting on Wednesday Wessels gave the assurance, however, that the extension of legislation to agriculture would receive special attention at a Cabinet meeting next week

Cosatu said in terms of an accord signed by Wessels and Cosatu general-secretary Jay Naidoo on November 6, the Basic Conditions of Employment Act for farm workers would be promulgated by April 1

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CSIR comfortable with its 'objectivity' over St Lucia

THE CSIR has said it "felt very comfortable" with the process leading up to the publication of the St Lucia environmental impact study and was looking forward to proactive responses from the public on the titanium mining debate.

CSIR consultation manager Alex Weaver said this week its role was to support informed decision-making by its client, the SA public

Weaver said principles of environmentally integrated management which included accountability, reliable information gathering, consultation and a multi-disciplinary approach, had been developed locally over the past four years and were comparable to international standards

The CSIR denied accusations of bias in favour of mining, saying it had been careful to retain its objectivity by opening up the consultation process. Its credibility would be seriously damaged if actions based on the report's information led to an environmental disaster, Weaver said.

There was a tremendous amount of energy that needed to be harnessed and used to help identify problems which the study might have been overlooked, he said

The CSIR had received more than 500

MARIANNE MERTEN

individual anti-mining letters so far, but was unable to deal with them on an individual basis because such comments were not based on the report.

However, the letters would be mentioned, albeit not fully reproduced, in the response report. The report would be published in May

The Zululand Environmental Alliance's alternative report and the Ramsar convention findings that government should refuse a mining licence because the area was an internationally important wetland were also welcome, Weaver said.

The impact study had been criticised for not sufficiently considering the role of the communities in the St Lucia area, but their reactions were incorporated into the study and local community representatives would attend the public hearings before the review panel later this year.

"St Lucia is a test case in that there seems to be a dichotomy between environment and development. It is generally accepted we must get out of this syndrome if we want to attain sustainable development," Weaver said

Securocrats setting up De Klerk Holomisa

CAPE TOWN — Transkei military council chairman Maj-Gen Bantu Holomisa said yesterday he would warn President F W de Klerk that he was in danger of being "set up" by his securocrats.

Speaking after delivering a speech to a Cape Town Chamber of Commerce conference on local government, Holomisa suggested the security forces were feeding De Klerk false information about the perpetrators of recent killings near Johannesburg.

He said the findings of the Goldstone commission, which provisionally implicated the Transkei and Apla in armed conflict, were one-sided. These provisional findings had been used by the NP for its own agenda.

"The report has a background to it. The armed conflict between the SA government and the liberation movement has not yet been addressed fully. The ANC has just suspended it

LINDA ENSOR
"The government has not met the leadership of the PAC and addressed the issue and come to an agreement in the same way it has done with the ANC"

Holomisa said the establishment of an international commission of inquiry chaired by UN or OAU representatives was the precondition for his handing over files implicating the security forces in fomenting violence

Holomisa said he had instructed his team at the multiparty talks at the World Trade Centre yesterday to put the Operation Katzen files on the table so they could be used as a guide as to how black on black violence had been fomented by the P W Botha and present governments

"There was a policy of destabilisation approved at the highest level," he reiterated and said he was afraid to release the information outside of a commission

Proposal to help jobless

ERICA JANKOWITZ

COSATU has proposed a special youth employment programme as part of its campaign for labour intensive construction projects

In a presentation to civil engineering profession representatives recently, National Union of Metalworkers of SA spokesman Tony Rutgers gave guidelines for the programme

He said an age limit of 17 to 25 years should be applied in a bid to employ unemployed, disaffected youth.

Youths who participated on such construction projects should be given preference in being placed in "proper jobs" upon completion of the contract, he said

The drive was aimed at the estimated 300 000 to 400 000 black youths out of work. As most of them were first-time job seekers, they stood little chance of getting employment, thus contributing to the "disintegration of the social fabric in the townships"

Cosatu gets serious

W/Man 2/4-7/4/93
By FERIAL HAFFAJEE

THE Congress of South African Trade Unions outlined its mass action plans at a "Let's get serious" campaigns conference last weekend.

There will be a call for a national TV licence boycott if the government does not show serious efforts to change the SABC.

Already posters have been printed in anticipation of a campaign. Decorating the Cosatu boardroom, these read "SABC board vat jou goed en trek", and "SABC remember — no service, no pay".

Other political campaigns will kick off on April 14 when Cosatu leaders will "address meetings in thousands of Cosatu organised workplaces around the country" to explain plans for a Reconstruction Accord and elections.

The Weekly Mail was told this week told that the debate on these issues the longest and most vigorous at the conference.

There has been some consternation in the federation about the top-down approach by which the accord was proposed. "Cosatu will be embarking on a major process of going to workers to report on these and other decisions to ensure maximum involvement of workers and

to empower them to intervene in the key political and economic issues of the day," it announced this week.

It is likely that the federation will hold a reconstruction programme conference later this year to draw in a range of sectors and organisations who will plan for an "interim government of national unity and reconstruction".

Cosatu is also planning to "monitor profiteering" and consumer prices. Labour-centred campaigns include a programme to counter "a systematic attack on centralised collective bargaining throughout the economy".

The collapse of the industrial council in the building industry, Derek Keys' Normative Economic Model and employer resistance to centralised bargaining in the chemical, catering and commercial sectors all point to such an attack.

Major affiliates spearheaded "a healthy debate" on the agency shop at the conference — a type of closed shop.

Also well-received was the National Union of Mineworkers proposal for a Social Plan Act — an umbrella act to provide a social welfare net for retrenched workers.

On May 8 there will be a protest day in the public sector.

LABOUR BRIEFS

'Boycott Checkers' call

■THE South African Commercial, Catering and Allied Workers Union (Saccawu) is calling for a national boycott of Checkers/Shoprite stores. *W/Mart 24-7/4/93*

In January the company unilaterally cancelled a recognition agreement with Saccawu, leaving members without the protection of procedures and workplace benefits negotiated by the union. *(S)*

The embattled company may soon retrench 333 workers in the Southern Transvaal and recently locked out workers in the Western Cape who "refused to work five extra hours a week" according to the union. *(S) (140/1)*

NUM seeks security

■THE National Union of Mineworkers this week called for better security on mines and for a code of conduct at Genmin's Beatrice mine in the Free State where three miners were killed and 20 injured in ethnic clashes over the weekend. (S) (140/1)

Initial information indicates that the incident was sparked when four Zulu-speaking workers attacked a Xhosa worker.

The union this week questioned why a truck-load of assorted weapons was let on to mine premises and why mine security failed to stop the clashes. The union has members in both groups and says the clash highlights the need for more urgent reform of the migrant labour and hostel system.

2/4 - 7/4/93
w/m and



No way out for dismissed miners

By DAN DHLAMINI

TWO Vaal Reef miners are up in arms against Anglo-American Corporation and the National Union of Mineworkers for what they call an unfair labour practice and misrepresentation

Tommy Mukhuba, an assistant safety officer who had been employed by Vaal Reefs for the past 23 years, claimed his dismissal was racially inspired.

The angry Mukhuba told City Press that his trouble started in July 1992 when he called his senior, Andrea Maritz, by his first name.

"Another senior, Japie Kruger, took offense to me calling Maritz by his first name. We had earlier each donated R5 for tea in our department and Kruger threw my R5 back at me and said I should not join them in the tea-room," said Mukhuba.

Mukhuba said the next morning his senior raided his office during his absence and allegedly took R10 000, an ANC membership

card and five pocket record books.

He said when he reported the matter to mine management, he was charged with making a false statement against his senior and was dismissed. (140A)

Mukhuba, a NUM member, said he went to the union for help but it was all in vain.

Another NUM member, Peter Ramafolo, was also dismissed from work. Ramafolo was injured underground while working for Vaal Reefs gold mine.

He claimed that he was dismissed when he questioned the R1 448 cheque which the mine wanted to pay him for his injuries.

He said the amount offered to him was too little compared to the permanent impairment to his hearing, a fractured finger, broken ribs, multiple wounds to the chest, legs and left thigh, following an explosion underground.

Ramafolo, who claimed he worked for Vaal Reefs for 18 years, told City Press that he was certain

his dismissal was prompted by his demand for injury compensation.

Responding to the allegations levelled at Vaal Reefs, AAC spokesman James Duncan said Ramafolo was dismissed on November 24 1992 for being absent from work without permission.

Ramafolo said his immediate seniors denied him the opportunity to present his case before mine management.

"Is this the reward for 18 years of loyal service? I am about to lose my house due to non-payment of my bond and my children are no longer attending school. We are all starving due to this unfair labour practice. The NUM could also not help me, what must I do?" asked desperate Ramafolo.

An NUM spokesman said Mukhuba and Ramafolo had not followed the correct channels and had delayed their cases by not reporting them promptly to the union.

He said the NUM would not pursue the matter.

Move into SA, investors told

LONDON — Stockbrokers James Capel have urged international investors to move into SA now to reap high nominal bond yields, despite political uncertainty

Capel analyst Jon Bergtheil said the investment picture had improved now that the ANC and government had pledged to hold a national election by April 1994

"They said (on Friday) they will set a date within four weeks for an election After that SA will have access to IMF and World Bank facilities — access to international capital it very much needs." US pension fund clients, in particular, were holding back until a date was agreed on

"About 70% to 80% of people who have had moral concerns will drop them once that date is announced," Bergtheil said

"Our biggest trade in the past two months has been with US funds, some of them municipalities, which are sensitive to ethical concerns and are often geared to black Americans"

Capel first recommended buying SA bonds in March on the back of a rising discount between the commercial and financial rands, indicating nervous foreign investor sentiment That gap widened after the murder of SA Communist Party leader Chris Hani on April 10. *Blom 11/5/93*

But bond yields moved higher, offering even better value.

"SA remains a buy, with yields at around 21,5%," said Bergtheil.

The financial rand correlated well with the gold price.

The domestic fundamental outlook was more bullish with inflation contained at 9,7%, money supply under control and an end to the severe drought of 1992, which on its own had caused a 2% drop in gross domestic product, Capel noted. — Reuter

Unions widen the recruitment drive

Blom 11/5/93
COSATU affiliates are embarking on a drive to recruit monthly-paid, skilled workers in what has been termed the "second wave" of unionisation

SA Labour Bulletin editor Karl von Holdt, writing in the latest issue of the journal, says Cosatu and Nactu have been successful in organising weekly-paid workers in lower skills categories

However, these federations have been prevented from recruiting other categories of workers by closed shop agreements and restrictions placed on bargaining unit composition by recognition agreements

Unions, having realised the limitations they have been placed under, are now looking at ways of getting around this obstacle

For example, the NUM opened its 1993 wage proposals to the Chamber of Mines with a demand for the amendment of its recognition agreement to grant it "the right to represent employees in all categories of employment in the collective bargaining process"

Von Holdt says the NUM is not opposed to the closed shop per se, but wants the establishment of a multi-union shop which would allow unions to compete for members within the

ERICA JANKOWITZ

closed shop It would also give members the freedom to choose which union to join

Von Holdt says under present bargaining arrangements, talented worker leaders are often "promoted out of their bargaining unit and so out of the union"

Therefore, if unions can recruit more widely, they stand to gain additional members, their skills and "their influence in the workplace" Their subscriptions, usually set as a percentage of gross income, could also help the unions' cash flow problems

However, Von Holdt recognises the role played by craft unions which have traditionally represented white collar workers He says the benefits offered by these unions — such as pension and medical schemes — could not be matched by Cosatu

Also, most Cosatu organisers have come through the blue-collar ranks and are unfamiliar with "grievances and working conditions of monthly-paid artisans, clerical workers and technicians", he says

Von Holdt argues that in the medium term "craft unions are likely to survive and retain their influence"

Business urged to 'green your contract'

ENVIRONMENTAL issues which might affect business decisions have become part of a Johannesburg law firm's legal information sheet

Werksmans' newsletter *Enviro-werks* has highlighted environmental concerns such as integrated environmental management and how to "green your contract"

The most recent issue dealt with the consequences of SA's increasing

MARIANNE MERTEN

international acceptance and return to international trade

SA had been excluded from many environmental legislative developments governing international trade over the past 20 years, it said Legislation which could "force compliance with or adoption of national domestic standards in other countries" would affect SA's trade potential.

5 Times
Potwa pay
(Bus Times)
talks still on

11/11/93
THE largest postal and telecommunications trade union is demanding a 20% pay rise for lower grade workers and 10% for those in the higher grades (140A)

Annual pay talks at the Post Office and Telkom, in progress for several weeks, are conducted separately from those involving other public servants (25)

The Cosatu-affiliated Post Office and Telecommunications Workers' Association (Potwa) is the largest union of the six negotiating with PO and Telkom management

Potwa assistant general secretary Sizwe Matshikiza says the PO is offering pay increases of between 6,4% and an 9,8%, depending on job grade, and "subject to certain conditions, including changes in overtime work"

Mr Matshikiza says Telkom is offering a 6,9% rise for workers in all grades covered by the talks

A Telkom spokesman would not comment on details of the negotiations, saying only that "no agreement has been reached yet, but the talks are continuing".

Rolling mass action starts on Tuesday

Star 17/4/93

(140A)

IN a move condemned by the Government as "irresponsible and unjustified", the African National Congress, the South African Communist Party and the Congress of South African Trade Unions will launch a two-phase, six-week programme of mass action next Tuesday.

The alliance has issued two key demands — the setting of an election date and the installation of a transitional executive — which they insist must be met by the end of next month.

The alliance simultaneously warned President F W de Klerk that "any attempt to block legitimate protest will be met with massive defiance". "We call on our people to continue with their plans as if De Klerk had not spoken," the alliance representative Jay Naidoo said yesterday. "De Klerk yesterday said in a statement the decision was at variance with the interest of every South African. The Government re-

LOUISE MARSLAND and ESTHER WAUGH

main committed to negotiations. It will not, however, be blackmailed. The Government will take the necessary steps to maintain order and protect the interests of all South Africans."

Demands

Minister of Constitutional Development Roelf Meyer said the ANC's demands could only be finalised by the negotiations process. The time and necessity for mass action, he said, was "long past".

The demands are that

- A date for elections for a constituent assembly should be agreed "within a matter of

weeks, and not later than the end of May"

- A transitional executive council be installed, with "effective, deep-reaching multiparty control of all armed forces"

The tripartite alliance said it remained committed to negotiating a constitutional settlement. SACP chairman Joe Slovo said that to "dam up" the emotions of the people would be the "shortest route to an explosion".

Law and Order minister Hernus Kriel said last night he had cut short an official visit abroad and was "presently monitoring and studying the situation". Kriel said he was "responsible for the maintenance of law and order

● TO PAGE 2.

Star 17/4/93 Mass action

● FROM PAGE 1

and I have every intention of performing this duty".

The first phase of rolling mass action is set to begin on Tuesday — the day after SACP general-secretary Chris Hani's funeral — and finish at the end of the month. This phase will be marked by regional programmes of mass action.

The second phase will last from May 1 — May Day — until the end of the month. At that stage the alliance will assess to what extent its demands have been met.

The six-week mass action would be characterised by marches, protests and pickets. Naidoo, the Cosatu general-secretary said a decision would be taken later on stayaways.

ANC secretary-general Cyril Ramaphosa said the latest demands were

part of a total package, and that negotiations, postponed this week, would resume next week. "It is possible to set a date for elections before the end of May, and we are embarking on action to ensure that date is set," he said.

Ramaphosa rejected suggestions that political capital was being made out of Hani's death. "Anyone suggesting that is completely insensitive to the grief and sorrow that cover our country.

"People on the ground believe Chris Hani died because we still have an apartheid dispensation. We must bring apartheid rule to an end with immediate effect."

In its reaction, the National Party yesterday called on the ANC to clarify its position on the relationship between negotiations and mass action. "The ANC is embarking on a dangerous strategy," said NP spokesman Marthinus van Schalkwyk.

NUM moves to energise townships

3/10/93 20/4/93.

ERICA JANKOWITZ

A NUM initiative to develop a new energy policy for SA, with emphasis on the generation and distribution of electricity, has been announced.

NUM national organiser Gwede Mantashe said the racially biased distribution of electricity was unacceptable. At present 98% of white and Indian households had access to electrical power, compared with only 15% of black households.

At a time when Eskom was mothballing operations due to "overcapacity", about 3-million households — or 25-million people — were not linked to the national electricity grid, he said.

Part of the problem was that three government ministries dealt with electricity distribution: public enterprises, local gov-

ernment and mineral and energy affairs. Further fragmentation occurred within the independent states so no national policy to widen access existed, Mantashe said.

The NUM would run workshops in May to develop the principles and process to be incorporated into its energy policy. This would focus on five areas of interest: generation, restructuring the industry, alternative sources of energy, linking up with the SADC grid, and workers' involvement in decision-making structures.

Environmental issues would be studied, as would rationalisation of electricity generation, transmission and generation. Concerns over job losses in such a process would be a priority for the union.

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Cosatu ready to begin mass action campaign

140A
BIDM 2014/193

MARIANNE MERTEN

COSATU was prepared to begin the rolling mass action campaign today to give impetus to the tripartite alliance's demand for a constituent assembly election date to be set soon, Cosatu president John Gomomo said in his address at the FNB Stadium yesterday

Gomomo said political reforms without economic changes were meaningless

SACP general secretary Chris Ham had played a leadership role in the mass action last year and understood that negotiations were not an end but a means to an end.

Nothing would stop workers from marching to the World Trade Centre every time negotiations took place, he said.

On behalf of Cosatu, Gomomo warned President F W de Klerk: "You are not our leader, we have not elected you, we do not listen to you. We are going to defy you on a scale never seen before."

Gomomo rejected employers' peace calls as hollow because they "did not materialise into programmes on the floor". He also warned employers victimising workers who heeded the call for a stayaway that they would be targeted for action.

Cosatu wanted businesses to agree to a living wage, an end to retrenchments, centralised bargaining, job creation schemes, parental rights and childcare facilities.

SACP chairman Joe Slovo told mourners at the stadium Ham's death had mobilised the greatest army for democracy ever seen in the country.

An emotion-charged Slovo said, however, that those who sought killing as the only

answer to the assassination could not step into the slain SACP secretary general's shoes.

"Chris was neither a hawk nor a dove. When the time came to fight, he fought like a tiger, and when a peaceful way became possible, he fought like a tiger to say so," Slovo said.

Slovo urged government to "negotiate rapidly" and agree on an election date.

Hani had left a legacy which would "help speed us on the way to a society he lived and died for".

In an appeal for calm, Slovo said violence would play into the hands of those who assassinated Ham.

Slovo also called for the setting up of joint control of the armed forces within weeks. "We want to put an end to the SAP and SADF as De Klerk's private army."

Slovo said Ham was killed by "a system which opened its arms to thugs from eastern Europe".

The timing of Ham's death was not accidental, but calculated by those who wanted a "return to the days of white baasskap"

Slovo described Ham as "a man who knew how to lead, but also knew how to follow".

Sapa reports that Archbishop Desmond Tutu said at the stadium that no guns could stop South Africans on their march to victory.

"God is on our side. . . . We are marching to freedom, all of us black and white," he said.

Monitors 'keep violence in check'

NEWS Business counts cost to SA of Hani's assassination



Mr Joseph Mthembu escaped death in a burning house near FNB Stadium in Johannesburg when youths attending Chris Hani's funeral attacked houses and cars in the area. Mthembu (40) has been living there for 16 years. The owner of the property, Mr Geoffrey Howes (36), lost everything he owned. Mthembu explained to the police how he jumped out of a window to escape the fire.

Mass action begins to roll on May Day

Sowetan 21/4/93
■ Government accused of vacillating:

By Themba Molefe

THE African National Congress mass action programme to speed up the negotiations process will unfold on May 1 (Workers' Day), it was announced yesterday.

The tripartite alliance of the ANC, SA Communist Party and the Congress of SA Trade Unions said the programme would be launched if "the Government continues to sit on its hands".

A statement by the alliance said: "Where action is required, the De Klerk Government is inactive."

Addressing a Press conference yesterday, SACP national chairman Mr Joe Slovo said the events of the past 10 days since the assassination of Mr Chris Hani had underlined that joint multiparty control over armed forces could "not be a formalistic and bureaucratic arrangement".

Responding to a statement by IFP leader Chief Mangosuthu Buthelezi that mass action would derail negotiations, Cosatu deputy general secretary Mr Sam Shilowa said mass action was demanded by the people on the ground who needed results and was not a question for negotiators.

5 000 workers go on strike

Sowetan 23/4/93

By Joe Mdhlela

ABOUT 5 000 workers at the AECI plant in Modderfontein downed tools yesterday in protest against the suspension of two of their colleagues

Company spokesman Mr Michael Blizard yesterday confirmed the strike

He said the dispute followed disciplinary action taken against two security workers. He said the company was talking to the SA Chemical Workers Union in a bid to resolve the dispute

Two suspended after heeding stayaway call:

Sacwu spokesman Mr Tsepang Mika said Mr James Mphahlele and Mr Thabo Pebane had been suspended because they had heeded a stayaway call last week following the assassination of SA Communist Party leader Mr Chris Han

"But the strange thing is that the two security officers were singled out among many other workers in the company who had heeded the call," Mika said

LABOUR

The last great stayaway

W/Mail 23/4 - 29/4/93

Despite plans for rolling mass action, the tripartite alliance is unlikely to call another major stayaway before elections. By **FERIAL HAFFAJEE**

STAYAWAYS on the scale of those witnessed in the past two weeks — the largest ever in the country — are unlikely to be repeated for a long time.

And the African National Congress/Congress of South African Trade Unions/South African Communist Party tripartite alliance's rolling mass action programme, will not be half as foreboding as statisticians, economists and employer organisations fear

"Stayaways are at an end unless there is a specific political event," believes Karl von Holdt, editor of the *South African Labour Bulletin*.

Mass action is not likely to start rolling before May — organisation for the rest of this month is being left to the eight Cosatu regions to decide on.

But most union officials are catching up with lost organising time, attending meetings and wage negotiations. If there is action — the alliance has suggested demonstrations, pickets and consumer boycotts — its impact will be lessened by lack of national co-ordination.

Cosatu will probably focus its attention on May Day (which falls on a Saturday), but this week announced that mass action could extend beyond May if calls for an election date and the setting up of transitional structures are not speeded up.

Employer and business organisations decried further mass action this week.

The National Productivity Institute predicted that R586-million a day (public holiday calculations) in productivity is lost during a stayaway

South African Chamber of Business (Sacob) representative Gerrie Bezuidenhout says it is difficult to quantify what a stayaway costs the country, but says such a figure must take into account



Bopping at the top ... Tripartite alliance leaders, including the SACP's Joe Slovo, the ANC's Cyril Ramaphosa and Cosatu's John Gomomo, join the toyi toyi at Chris Hani's funeral
Photo: KEVIN CARTER

"(lost) productivity, (lost) retail sales, damage to property, reaction in the financial markets and damage to investor confidence".

Most employers knew the magnitude of the past fortnight's events and adopted "no work, no pay" policies, but Sacob and the Afrikaanse Handelsinstituut called on the alliance to undertake any further mass action with "responsibility and circumspection".

The two organisations will call on the Multi-party Negotiating Forum to reach "consensus expeditiously" and Bezuidenhout predicted that "under a new government the need for stayaways will end"

Labour relations consultant Andrew Levy says stayaways may, strangely enough, have a positive

impact on workplace relations when they are handled "sympathetically". But "if rolling mass action means a daily disruption, it would be detrimental to everybody and bring investor confidence to a knife edge", he said.

University of Cape Town economist Nicoli Nattrass this week called attempts to quantify the cost of stayaways "hogwash". She pointed out that loss to the economy needs to be balanced against profits to glass companies, printers and T-shirt manufacturers and suggested that consumers deferred, but did not cancel, their purchases during stayaways.

If mass action succeeded in speeding up political transition, it was helping the economy and not "wreaking havoc", she said.

Veteran unionist killed at Protea

Wimant 23/4-29/4/93
Weekly Mail Reporter
MOURNING for Chris Hani has overshadowed the killing of miners' leader, Sam Tambani, in shooting at the Protea police station last Wednesday.

Like many worker leaders, Tambani's skills were co-opted by the African National Congress and he will be remembered as the secretary general of the organisation's Soweto sub-region.

But Tambani — who worked for Anglo American — was also an ex-officio member of the National Union

of Mineworkers' executive and the education officer of the Pimville branch of the South African Communist Party.

He was a veteran unionist and joined the General and Allied Workers Union in 1980, where he helped organise the formation of the Congress of South African Trade Unions.

The National Union of Mineworkers this week said his death could "bedevil industrial peace in the mining industry". Tambani will be buried tomorrow.

POLICE MISCONDUCT

Do you have any complaints of serious misconduct (including criminal behaviour) on the part of the police?

Are you afraid that the police will not conduct a proper investigation into such a complaint?

Have you referred such a complaint to the police and received little or no result?

If so, please feel free to report your complaint to the **POLICE REPORTING OFFICER** in the region in which such police misconduct occurred. **POLICE REPORTING OFFICERS** are independent lawyers who have been created and appointed in terms of the **NATIONAL PEACE ACCORD** to refer certain such complaints to a special unit of the SAP for investigation and to ensure that the investigation is properly conducted.

The Police Reporting Officers in the PWV area are:

Adv K D Moroka in respect of Soweto
Fax: 333-8819 Tel: 337-6302

Adv J H A Munnik in respect of the whole of the Witwatersrand area including the Vaal Triangle, Heidelberg and the East Rand but excluding Soweto

Fax: 333-1602 Tel: 337-4355

PARADE VIOLENCE AFTERMATH

Cosatu admits march 'problems'

SOUTH 24/4-28/4/93
By Quentin Wilson

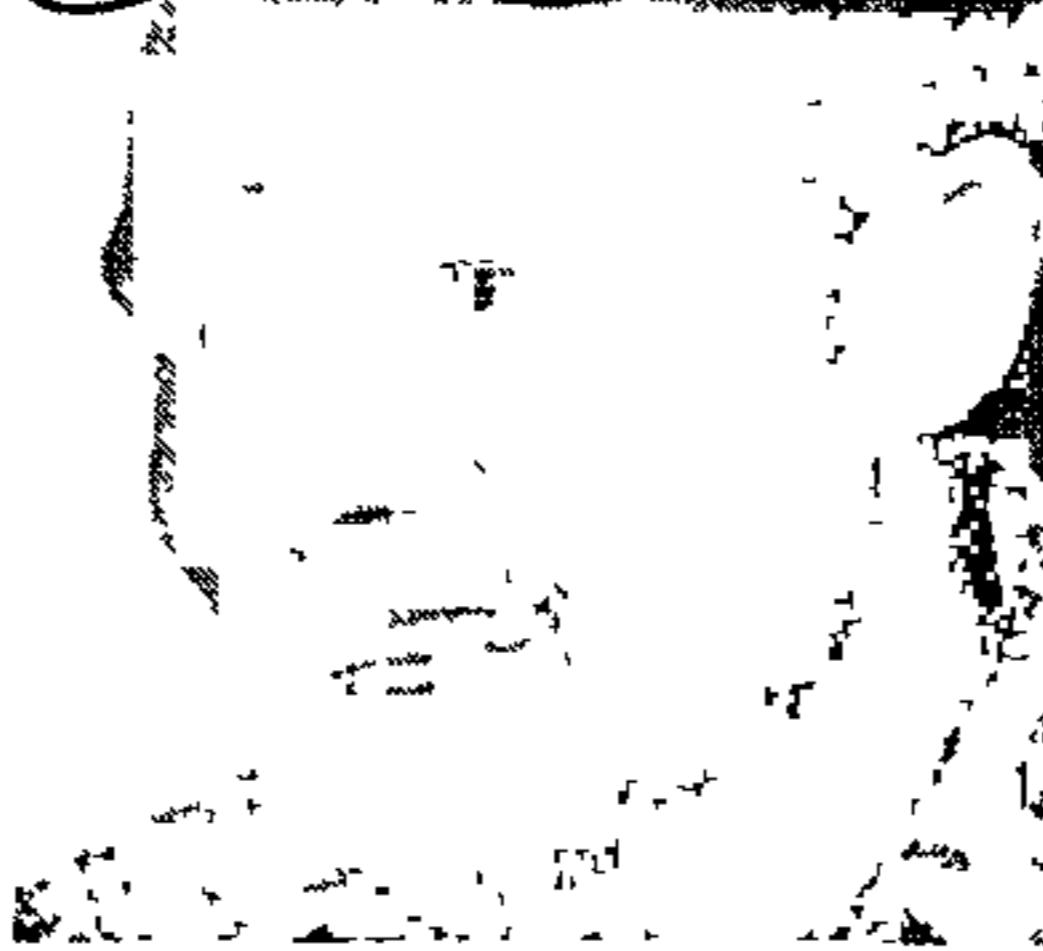
ALTHOUGH the ANC alliance has yet to assess what went wrong at last Wednesday's memorial events for Mr Chris Hanu in Cape Town, Cosatu regional secretary Mr Jonathan Arendse acknowledges serious organisational shortcomings.

These shortcomings contributed to two deaths, hundreds being injured and extensive damage

Apart from a lack of marshals to control the huge crowd, Arendse points to other factors which contributed to the day's chaos.

These include.

- no suitable venue for the memorial service,
- no effective public address system on the Grand Parade,



JONATHAN ARENDSE

- the early arrival of many mourners, and

- heavy-handed police action.

"The biggest problem was that there were not enough marshals and there was no effective communication between marshals.

"This communication weakness

must be addressed."

Arendse says church leaders arranged Hanu's memorial service at St George's Cathedral.

He denies that most leaders were sitting inside the cathedral when the looting and arson began.

"Most of us were outside. I did not even realise the service had gone ahead until later that evening. The service was shortened so that all our leaders could be outside."

Arendse says regional leaders were scattered all over the Parade but the lack of a sound system hindered them from taking control.

"The police should also shoulder most of the blame. They could have stopped shooting when people ran away. Instead, they fired until they had no ammunition left," he says.

New public service body launched

PUBLIC sector workers will have more bargaining power after a body of national unity, the Congress of South African Public Service Organisations (Cosapso) was launched at a Sea Point yesterday.

According to Cosapso acting secretary Mr Bernard Wentzel seven organisations have committed themselves to Cosapso and many others had indicated their willingness to join after proper mandates have been given by their respective members.

Sapa (C/metro) 29/4/93

Pick 'n Pay to retrench workers

De Wet 27/4/93
SUPERMARKET chain Pick 'n Pay has given the South African Commercial, Catering and Allied Workers Union notice that it intends retrenching about 3 500 workers

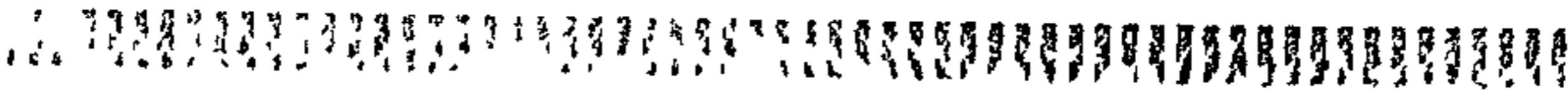
However, human resources director Mr Rem de Wet said in Cape Town yesterday the group hoped to reduce the number substantially through negotiation and agreement with the union

He said Pick 'n Pay had had a "no retrenchment policy" for the past 26 years

■ 3 000 might lose jobs at supermarket chain: (1401)

and had been trying to negotiate an agreement to allow for "flexibility and mobility" of staff with Saccawu for three years

De Wet said a series of meetings to discuss retrenchments had been arranged with the union and Pick 'n Pay was giving Saccawu all the information necessary on the situation — *Sapa*



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Union vows to fight for jobs

SHARON SOROUR, Labour Reporter

THE South African Commercial, Catering and Allied Workers' Union (Saccawu) has vowed to fight proposed retrenchments at Pick 'n Pay and has accused the company of blackmail and victimisation

Union general secretary Mr Rapi Kganare said the the union had been given the choice of accepting an agreement on "mobility of labour" or retrenchments Saccawu found both options unacceptable.

He said "mobility of labour" meant workers could be transferred to a different store every day, depending on the where there was work for them

"We have problems with this Workers will be subjected to abuse For example, if workers at one store are on strike, the company can bring in other union members to work in their place, and if these workers also refuse to work they can be fired.

Pick 'n Pay human resources director Mr Rene de Wet said the parties reached an agreement three years ago whereby workers could be transferred from one store to another if the workload so required, and if the individuals involved were consulted beforehand. (40A) ARG 27/4/93

Strike looms over recognition

BIODAY 27/4/93.
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) will today assess the outcome of a national strike ballot among members at Shoprite/Checkers over the firm's withdrawal last year from the parties recognition agreement

Meanwhile, Pick 'n Pay has announced plans to retrench 3 500 of its 15 500 employees

The Saccawu ballot at Checkers/Shoprite was the union's second. The validity of the first was challenged by the company several weeks ago

Saccawu spokesman Jan Masemola said yesterday the union would decide by the end of the week whether to embark on a strike

Shoprite withdrew from the recog-

ERICA JANKOWITZ

... (140A) ...
... had different priorities "We are not fighting the same battle"
... The Pick 'n Pay retrenchments, detailed yesterday, would be the company's first in 26 years of operation, Sapa reported
... It was essential that staff costs be contained so that competitiveness could be maintained. Retrenchment had become necessary because Saccawu refused to negotiate a job flexibility and multiskilling agreement, the company said
... However, human resources director Rem de Wet said in Cape Town that the group hoped to reduce the number of retrenchments substantially through negotiation with the union

... nition agreement about seven months ago after the required notice period because the pact was "outdated and pertained only to the Checkers operation" The union, which declared a dispute only after the notice period expired, was demanding that the agreement be reinstated

The union recently walked out of a company-initiated joint wage bargaining forum incorporating a minority union, the National Union of Distributive and Allied Workers.

Masemola said Saccawu wanted sole bargaining rights for its members because the two unions had submitted separate wage demands and

ERICA JANKOWITZ

Protest march planned on Reckitt & Colman factory

A THREE-year-old dispute between Cosatu's Chemical Workers' Industrial Union and Reckitt & Colman SA takes a new turn tomorrow when the ANC/SACP/Cosatu alliance and the SA National Civic Association (Sanco) march on the company's factory in Elandsfontein.

The march was organised to demand the reim-

8/10 AM 28/4/93.
statement of about 400 workers, who were dismissed in June 1990 after a legal strike

One of the dismissed workers, Vuyani Mpofo, said the strike was called after the company reneged on its agreement to join the Chemical Industries National Provident Fund.

Mpofo said workers were dismissed following a court interdict. This occurred in spite of a moratorium on interdicts concerning legal industrial action.

He said the union was forced to take the matter to the Industrial Court in September 1991. However, the court adjudicated in man-

agement's favour.

Mpofo said if the company did not agree to the demands in the memorandum, to be handed over to management tomorrow, additional pressure tactics would be used

These included a boycott of company products, picketing the factory and an approach to the British Consulate to intervene.

No comment could be obtained from the company yesterday

We'll quit if deadlock persists, warns alliance

Star 29/4/93

(146A)

By Kaizer Nyatumba
Political
Correspondent

The ANC-SACP-Cosatu alliance has decided to review its continued participation in negotiations if no binding agreements are reached in multi-party talks by the end of May.

In a statement yesterday, the alliance said the decision to engage in "a complete review of the negotiations process" was taken at a meeting on Tuesday at which its programme of rolling mass action was discussed.

The alliance said if no "finality" was reached

on an election date and the setting up of a transitional executive council "with far-reaching control of the security forces" by the end of next month, a programme of "unprecedented mass action" would be embarked upon. This could include a tax boycott and national industrial action.

The alliance said proposals for the nationwide mass action had been referred to its constitutional structures, and would be finalised at a meeting to take place before the end of May.

"(We are) of the view that these objectives are realistic, achievable and long overdue, and that if the Government acted irresponsibly and contin-

ued (to drag its feet) beyond May, a complete review of the negotiations process will have to take place.

"The Government will not be allowed to hide behind spoiling tactics of the Cosag (Concerned Southern Africans Group) forces."

The alliance said the first phase of its programme of action had already begun with regional actions in many parts of the country, including regional and local consumer boycotts, marches, demonstrations and occupations of certain buildings.

Although the alliance's rolling mass action was supposed to have started last Tuesday — a day after slain SACP leader

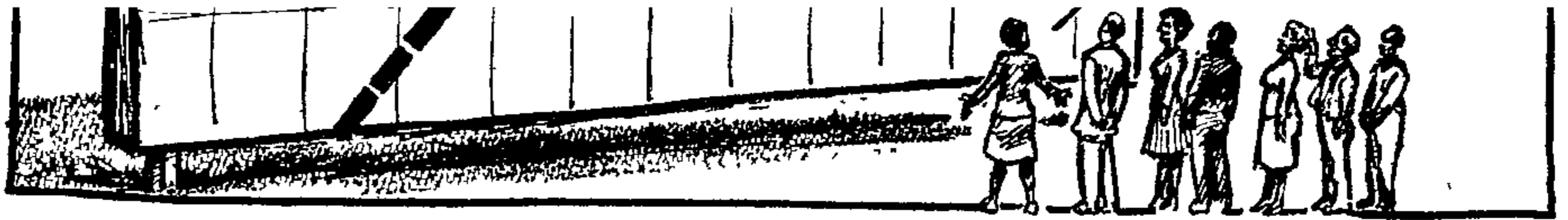
Chris Han's funeral — no such action appears to have taken place.

The alliance said the far Right would be made "a special target" for regional mass action, including consumer boycotts and international campaigns against supporters of local right-wing organisations abroad.

Also targeted was the SABC — particularly TV1 — for its alleged biased reporting.

The alliance said May Day rallies on Saturday would launch regional programmes of action throughout the country.

The alliance also revealed it had discussed the formation of a peace corps at its meeting on Tuesday.



focus on economy

SOUTH Africans face a Nongqawuse choice if political activists continue to batter the economy the way they do.

This is the view of Standard Bank's chief economist, Mr Nico Czipionka, following the loss of production after Mr Chris Hani's death.

Hani, the slain SACP general secretary, was killed at his home at Dawn Park near Boksburg, allegedly by a Polish immigrant said to be opposed to Hani's communist beliefs.

Czipionka also suggested that even the political dispensation to emanate from the multiparty talks, might be negated by the poor state of the economy, exacerbated by the loss of production hours.

He admitted that the political dynamics were going on "fine" until the assassination of Hani, who related well to the radical youths.

"We were getting somewhere .. we were starting to be accepted by the international community but the positive signs may be lost," he said.

However, secretary-general of Cosatu Mr Jay Naidoo disagreed and suggested that it was apartheid that had brought about the stagnation of the economy.

"All evidence proves that apartheid is causing the lack of growth in the economy," Naidoo said.

He said the prerequisite for growth of the economy rests on a rapid transition to democracy.

Nonetheless, Czipionka insisted that the many holidays over Easter, and the fact that stayaways were staged to mark the death of Hani, could have a destabilising effect on the economy.

"There was very little productive activity during the past month. This may cost jobs, a factor that will worsen the state of economy," Czipionka said.

He said the planned mass action by the ANC-SACP-Cosatu alliance would have the effect of scaring away investors, both within the country and internationally.

"You cannot afford to disappoint the investors, the very people who are the lifeblood of any economy," he said.

The fact that the local labour force appeared to be unreliable, unable to meet deadlines, was one factor that did not augur well for the salvation of the economy.

And if Nongqawuse option came about, the country would discover it had fewer friends, so that even the new government may not be in a position to fulfil the demands that its constituency may require, he said.

He predicted that the mass action would not bolster the economy. On the contrary, political as well as economic chaos would ensue, with the result that the new order may not instil confi-

The Nongqawuse option faces South Africa if political activists continue to batter the economy, Standard Bank economist Nico Czipionka told *Sowetan* Consumer Reporter **Joe Mdhlela:**



Sowetan
29/4/93
140A



Nico Czipionka

dence, even among those who voted it into power.

Expanding on his Nongqawuse theory, Czipionka said just as the fabled Nongqawuse instructed the Xhosa to destroy their cattle, sheep and valuable things, the analogy holds true for all those who are calling for the destruction of the economy by promoting stayaways.

"The point I am making is that the call for stayaways may have the same detrimental effects the Nongqawuse deception had, with the result that thousands of people may be deprived the opportunity of getting jobs because of the inability of the economy to provide jobs," he said.

It is in this context that Czipionka thinks the tragic events of the past days, coupled with lost production time, have placed the economy in a bad shape that could only be ameliorated by sound decisions.

The South African Chamber of Commerce and the Afrikaanse Handelsinstituut appeared to back Czipionka sentiments.

In a statement, both organisations pleaded with the ANC-Cosatu-SACP alliance "to act with restraint and in a responsible manner in considering its proposed extended period of mass action."

The organisations said they fully endorsed "the need for a realistic outcome to the political negotiations because of the interdependence of economic growth, stability and political progress."

Sacob and AHI end their statement by saying "We wish to emphasise that any future government which inherits an economic wasteland will find it impossible to meet even the basic expectations of all South Africans for jobs and improved standards of living."

These are pitfalls labour movements are aware of but over a period of time Cosatu has accused the Government of not showing interest in a negotiated settlement.

Naidoo insists that rather than blaming the decline of the economy on mass action by organised labour, employers should pressure the Government into ushering in a democratic order, replacing the "unrepresentative minority" Government of De Klerk.

He said Cosatu would continue to use their "feet" and street politics to make their point, given the intransigence of the Government.

Nongqawuse

The *Standard Encyclopaedia of Southern Africa* has this to say about Nongqawuse: In 1856 the young girl declared that the ancestral spirits had spoken to her and that the Xhosas were to kill all their cattle and destroy their grain.

She went on to say that on a certain day the sun would rise blood-red, the cattle-pens and the grain pits would be filled again, the old chiefs would rise from the dead and whites would be driven into the sea.

Great numbers of cattle, estimated at between 300 000 and 400 000, were killed and grain was destroyed.

Union protest at Pick 'n Pay

B/OM 29/4/93

ERICA JANKOWITZ

MEMBERS of the SA Commercial, Catering and Allied Workers' Union (Saccawu) protested outside about 30 Pick 'n Pay southern Transvaal stores yesterday

The protest was against proposed re-trenchments as well as a deadlock in wage negotiations. (140A)

At least 5 000 workers also marched on a new Pick 'n Pay store at The Bridge development in Johannesburg. They handed a letter of demand to a general manager in which their demands were outlined.

Pick 'n Pay's human resources director Rene de Wet said a stalemate on the re-trenchment issue was reached in January when the union refused to agree to job flexibility and multiskilling.

De Wet said the company had indicated to the union the need to restructure to cut down on excess staff numbers in certain stores. However, the details of the staff reduction exercise were still to be agreed upon with the union.

In a meeting on Tuesday Pick 'n Pay tabled its unchanged final wage offer of a R155 across-the-board increase, he said. This represented an 11,9% increase on the average rate of pay — above the less than 10% growth in retail sales. (245)

De Wet said although sales figures had fallen off dramatically the company had not revised its pay offer. (345)

At the same meeting the union proposed a R160 across-the-board increase but withdrew its demand for a full 13th cheque.

Meanwhile, a Saccawu spokesman said the union had not received all ballot papers from the strike ballot conducted at Checkers last week. Industrial action was planned following the company's unilateral cancellation of a recognition agreement.

He said all branches had been advised to submit papers and a count was expected to be conducted early next week.

(140A) **Dismissals**

'withdrawn'

(181) ERICA JANKOWITZ (182)

A DISMISSAL notification issued by Da Gama Textile factories for 2 500 workers in the eastern Cape who have been on strike since March 24 was withdrawn yesterday *Blom*

SA Clothing and Textile Workers' Union regional secretary Freddie Magugu said yesterday the notification was apparently withdrawn after a meeting between Cosatu and Da Gama's holding company SA Breweries *29/4/93*.

An SA Breweries spokesman confirmed only that the meeting had been held.

Union and management representatives were scheduled to meet today in a bid to resolve the strike.

Magugu said members would not back down from their demand of a R30 a week increase.

The company was not available for comment.

Cops raid unionist's home

Sowetan
THE home of SA Commercial, Catering and Allied Workers Union assistant general secretary Mr Kaiser Thibedi was raided by policemen early yesterday, the union has said

Saccawu general secretary Mr Papi Kganare said a shot was fired, which the police claimed was accidental.

"There was no indication of a search warrant and the police conducted them-

30/4/93
selves in a wild and unruly manner," he said.

Witwatersrand police spokesman Major Eugene Opperman said yesterday police raided the house in Berea, Johannesburg, after they received information that there might be firearms and explosives

~~30/4/93~~ 140A
■ Shot fired during search of Saccawu man's house:

"Police did in fact enter the house in the prescribed manner and in accordance with the law.

"However, a policeman who was trying to slip the safety catch on his cocked shotgun accidentally fired a shot." - *Sapa*

Saccawu in wage deal

Sowetan 30/4/93
PICK 'n Pay and the SA Commercial, Catering and Allied Workers Union reached an agreement yesterday on wages for all full-time workers with an across-the-board increase of R160 a month

The supermarket chain announced that the average wage for weekly-paid employees would increase by 12,3 percent to R1 463 a month, while the minimum starting wage for new workers would rise to

Workers get increase:

R1 040 a month. ~~R1 040~~ **R1 400**

Pick 'n Pay general manager of industrial relations, Mr Frans van der Walt, said it was important to recognise that this was a "generous package in view of the depressed economy and low average wage increases currently being offered by other employers" — Sapa. ~~(S)~~ ~~(S)~~

Cosatu plans national May Day rallies

COSATU had scheduled a number of May Day rallies around the country for tomorrow at which a programme of "rolling mass action" would be discussed, spokesman Bheki Nkosi said yesterday

He said Cosatu believed its programme of mass action last year had had an impact on the negotiations process. However, with the current lack of progress on this front and in the wake of SACP leader Chris Hani's assassination, pressure needed to be applied once again.

He said the federation wanted immediate agreement on an election date, the institution of a transitional executive committee and multiparty control of the security forces

ERICA JANKOWITZ

140A

Other issues to be discussed tomorrow were the intensification of a campaign for free political expression in the "bantustans", the end to government control of the SABC board and the isolation of the right wing.

He said if these issues had not been resolved by the end of May, Cosatu would have to evaluate its stand on mass action. This could include a tax boycott, demonstrations and even a general strike

Nkosi said the rallies would also focus on mobilisation around factory-based demands such as education, training, job creation and housing

57/10
SIDAM

Political focus as thousands

CIPress 2/5/93

rally on May 1



(140A)

THOUSANDS of people took part in May Day rallies nationwide yesterday, but the turnout was much smaller than expected and focused more on politics than labour issues

At one of the larger events outside Cape Town, Allan Boesak, a regional leader of the ANC, told a cheering crowd that he expected President FW de Klerk's government to be out of power by May Day 1994

"We are trying to bury the old South Africa to give birth to a new order," Boesak told some 2 000 supporters

The Congress of South African Trade Unions, which arranged more than 20 rallies across the country, had hoped for bigger turnouts, particularly since thousands of blacks have taken to the streets in recent

weeks to protest the April 10 assassination of Chris Hanu

Despite yesterday's relatively small showing, tens of thousands of blacks are expected to gather today for the funeral of Oliver Tambo, president of the ANC from 1967 until 1991. Tambo, 75, died of a stroke April 24.

Close to 1 000 people packed St Mary's Anglican Cathedral in downtown Johannesburg yesterday to pay respects to Tambo, who lay in state.

A solemn Nelson Mandela, who replaced his longtime friend as president of the ANC, was among those attending. Tambo's coffin was draped in the green, gold and black flag of the ANC, but the event was a traditional religious service and no political leaders spoke - Sapa-AP



Cosatu plan for productivity rise

S1 Times (Russ) 2/15/93

productivity rise

By KEVIN DAVIE

WAGES are high and productivity low in South Africa in comparison with similar countries, says a major Cosatu-backed study of the economy.

The study — preliminary findings were released this week at the Aspen Institute-Idasa conference on SA's international economic relations — involved 25 to 30 man-years of effort.

It includes studies of most major SA business sectors, including cars, building materials, consumer durables, electronics, energy, food, garments, engineering, pulp and paper and mineral beneficiation.

The authors say reducing wages is not a solution to high production costs. They argue for improving productivity in association with a living wage.

To a considerable extent we believe this can be achieved by moving up the value chain and into downstream processing of SA's natural resources. We also believe that high product-

liberalisation in some sectors. It says that wheat imports would slash the cost of bread and "since wheat farmers can apparently move relatively easily to the production of a substitute for soya in animal feed, the social economic costs of this change in trade policy would not be high."

The authors say they have identified technologies to increase labour absorption in the brick industry. They mention the price policy of the few firms that dominate the cement industry.

They say that their research determined that there is excess electricity capacity and that "the marginal cost of meeting basic needs will not be excessive".

Another area of criticism is the bias to primary industry. "Although SA is well endowed with many low-cost natural resources, in most cases these resource rents do not appear to be passed on to downstream processors."

Across the spectrum there is a pricing regimen which provides little incentive to add value to natural resources. "SA exports enough wood

chips to justify a new paper mill".

The study says "pulp has been priced for the domestic industry at the equivalent of landed costs".

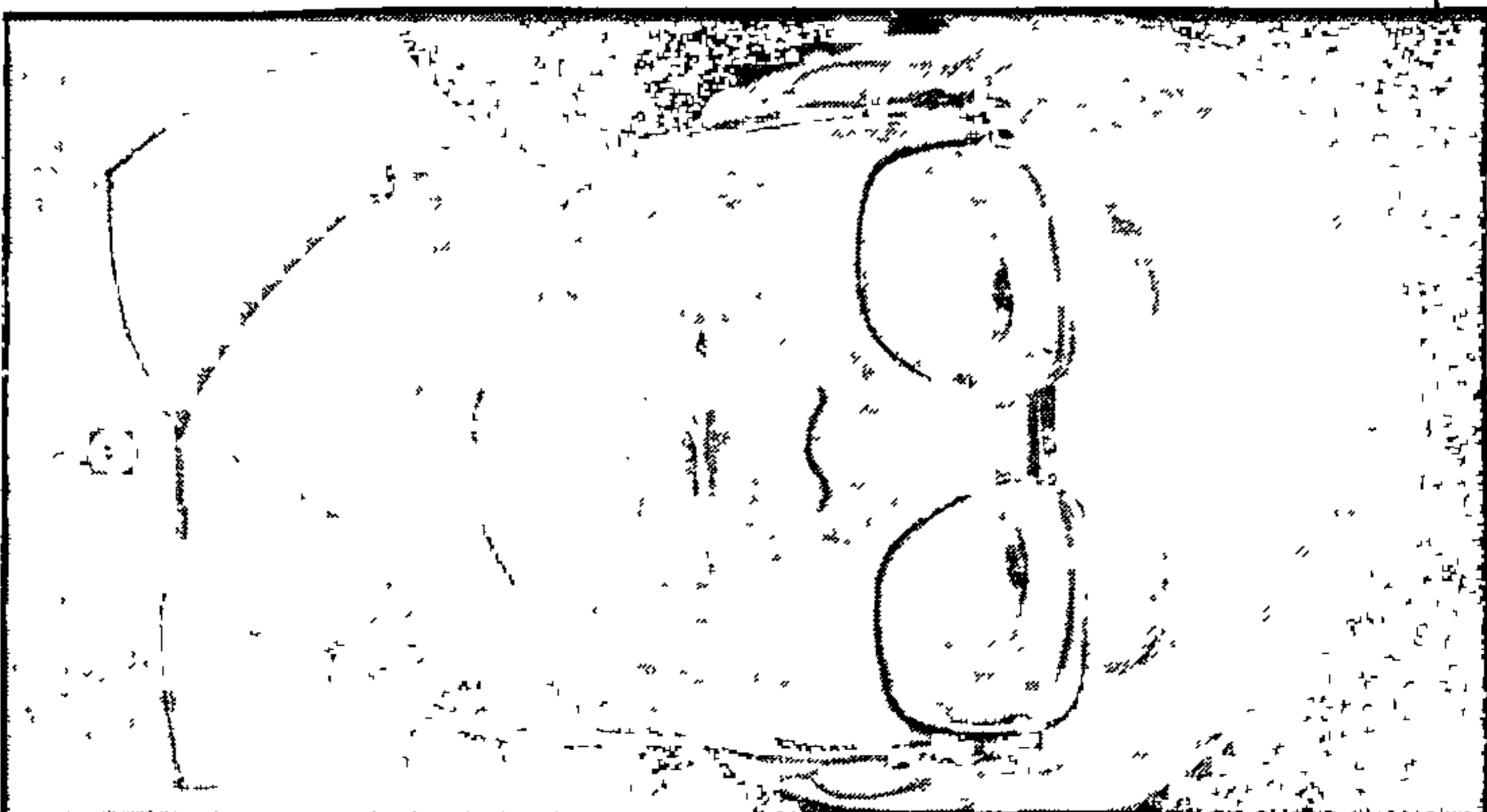
Conglomeration is also criticised. "Our micro-level evidence suggest that key pillars of a competitive manufacturing sector are severely inhibited by existing market and ownership structures."

Directors

Steps envisaged to rectify the position include deconcentrating markets, monitoring dominant firms, delisting pyramids, stricter regulation of takeovers and mergers and disclosure regulations for company directors.

The report says it is important that the State plays a key role in defining the appropriate incentive structure. It should facilitate the growth of national, sectoral and regional capabilities.

It should also promote an effective institutional infrastructure.



Former South Korean premier Duck-Woo Nam at this week's international economic relations conference

Sowetan, 31/5/93

Union claims victory over dismissal of 2 000

(140A)

The National Education, Health and Allied Workers Union claimed on Friday to have won an "impressive victory" in arbitration with the Transvaal Provincial Administration over the dismissal of 2 000 striking workers

Nehawu said it had "forced" the TPA to re-employ 5 000 workers after the dismissal of 7 000 striking workers in 1992. The TPA had, however, charged 2 000 with various offences

During arbitration on Thursday the un-

■ Fired Nehawu members rehired after arbitration:

ion said it won about 70 percent of the cases

"This is an impressive victory for the union and for the labour relations cause in the public sector. It proves that procedures and mechanisms are needed to handle disputes, and when provided can do away with conflict," the statement said — Sapa

1 nation

Star 315193

Boost for Pick 'n Pay staff

Agreement has been reached between Pick 'n Pay and the South African Commercial, Catering and Allied Workers' Union on wages for all full-time employees, with an across-the-board increase of R160 a month. (255) (140A)

Toddler drowns in pool

R
L
E

the news in brief

Nehawu pays legal costs

THE National Education, Health and Allied Workers Union will pay for the defence of five of its members arrested at the weekend in connection with the death of 24 babies during the 1990 Garankuwa Hospital strike (140A) (140A)

The five have been charged with murder and intimidation. They have each been granted bail of R5 000 on condition they do not go near the hospital or talk to hospital employees or their relatives. They are also to report weekly to the police in Soshanguve. They will appear in court again on May 28 Sowetan 4/5/93

Greetings for special mom

ONLY three days are left for messages for Mother's Day

We have received many Mother's Day messages and find it interesting that 95 percent of them have

Seifsa starts wage talks

6/0/93 EPICA JANKOWITZ 5/5/93

THE first plenary session in the Seifsa 1993 wage round was scheduled for tomorrow with working groups set to meet on May 12 and 13, Seifsa industrial relations director Dave Carson said yesterday. (140A)

He said to date slow progress had been made as Seifsa had refused to make a wage offer pending the announcement of plans for the "rolling mass' action campaign" outlined by Cosatu in the wake of Chris Hani's assassination.

Numsa tabled proposals for a 15% real wage increase over three years, a narrowing of wage differentials, a reduction in the number of job grades, training and succession planning and fewer working hours.

Carson said these proposals would add in the region of 20% to wage costs for the three-year period in which Numsa envisaged the changes to be made. The union also proposed an agency shop arrangement and improved worker rights and benefits, including six months' paid maternity leave.

STAR 5/5/93

Unions unveil plans to curb job losses

By Paul Bell
Labour Correspondent

Organised labour has called on business and the Government to accept a sweeping and controversial series of proposals for immediate action to stave off further job losses and stabilise the unemployment crisis during transition.

At a press conference in Johannesburg yesterday, the three major trade union federations, Cosatu, Nactu and Fedsal, unveiled the proposals — which include job security agreements and industry-wide collective bargaining structures, both of which are certain to attract flak from business.

The proposals, already seen by business's representatives at the National Economic Forum, will be considered by its negotiating committee, which meets tomorrow.

The NEF labour negotiators stressed that their proposals should not be construed as confrontational but acknowledged that the initial reaction of their business counterparts had been

negative

But business, they said, and especially manufacturers, were faced with increasing conflict on the shop floor as a result of ongoing large-scale retrenchments. This would encourage employers to take labour's proposals seriously.

"Some of these proposals could be implemented within weeks," said Ibrahim Patel of the Cosatu-affiliated SA Clothing Workers' Union. "If we can do that in the NEF within the next few weeks, we can initiate programmes that will protect and create jobs in the short term and have an immediate effect on the unemployment crisis."

Cosatu negotiator Jayandra (Little Jay) Naidoo listed the job-saving proposals as follows:

- Changes to collective bargaining structures to effect centralised, industry-wide collective bargaining and enhance labour's ability to contribute to the development of national industrial policy

- Job security agreements to protect existing jobs and hold down the cost to society of retrenchments by requiring employers to explore all other alternative remedies before re-

sorting to the quick fix of axing jobs

- The Government's agreement not to cut jobs in the public sector without consulting the unions, and to concentrate instead on the setting of minimum levels of service provision and the elimination of inefficiencies
- Targeted assistance to industries, notably mining, and major industrial enterprises affected by long-term, possibly terminal, decline — to help them down-scale on a planned basis and thereby minimise the "devastating" socio-economic costs of large-scale closures.

- The establishment of industry-wide work security funds — funded by employers at this stage — and the improvement of the Unemployment Insurance Fund, including a review of the latter's cut-off level as more skilled workers are affected by job cuts.

Dr Ben van Rensburg, an SA Chamber of Business delegate to the NEF's negotiating council, said the other negotiating blocs had not been consulted before labour went public with its proposals. He himself was not aware of them and they would have to be studied carefully before business would respond

Sowetan 6/5/93

Strike action threat

By Mathatha Tsedu

FIVE PUBLIC sector unions yesterday called on the Government to stop its five percent retrenchment of staff and to reopen negotiations with teachers on salaries — or face all-out mass action

Addressing a Press conference in Johannesburg, Post and Telecommunications Workers Association president Mr Khabisi Masonkutu said the campaign would be launched on Saturday with a march in Pretoria.

Speaking on behalf of the five unions — Nehawu, Samwu, Popcru, Udusa, Potwa and Sadtu — Masonkutu said a general strike by all affiliates of the Congress of South African Trade Unions was on the cards if the Government refused to meet the "legitimate demands of workers and students"

■ **NO RESULTS** Unions demand end to staff cuts and higher salaries:



The unions are demanding

- An end to staff cuts in the public service;
- An immediate stop to unilateral restructuring and retrenchments;
- Negotiations with unions and the public on expenditure cuts,
- A living wage,
- The extension of the Labour Relations Act to teachers, hospital workers, university lecturers and civil servants, and
- An end to union-bashing tactics in Bophuthatswana, Kwazulu and Ciskei

Masonkutu said the unions had been engaged with the government in negotiations but this had so far pro-

duced no results "We are left with no option but to unite and fight against these staff cuts, the unilateral restructuring and the low wage increases," they said Questioned by reporters, Masonkutu said a national campaign, involving all Cosatu affiliates and possibly unions in Nactu, was possible if the "intransigence" of the Government continued

He cited the education crisis and said the blame rested squarely with the Government for closing the doors on negotiations over its five percent wage increase decision The march on Saturday will end at the Union Buildings and will mark the beginning of the programme

Lensman escapes death

SENIOR *Daily News* photographer John Woodruff escaped almost certain death yesterday when he was kicked, punched and held hostage for over an hour as angry mourners attending the funeral of former KwaZulu "killer cop" Siphwe Mvuyane tried to force their way into an office building in Umbilo Road in pursuit of him

The mourners, who were unable to gain access, blocked off Umbilo Road with their vehicles, directing traffic away from the area

As the mob shouted for his blood, panic-stricken office employees contacted the police and a reaction unit rushed to the scene of the drama.

After heated exchanges police managed to disperse the mob and escorted Mr Woodruff from the building

The photographer had earlier been stationed at the Avbob Funeral Parlour on the corner of Umbilo and McDonald

■ **Photographer flees as angry mourners bay for his blood:**

roads where he was covering the funeral service of Constable Mvuyane, gunned down at the University of Durban Westville after a pop concert on Saturday

Said a still-shaken Mr Woodruff "I was standing on the island in the middle of the road when I was approached by about half a dozen mourners At that stage I was observing the proceedings"

"They asked me who I represented and what my interest in the funeral service was I told them Whereupon they started threatening me, saying that if I took any pictures they would be the last pictures I would ever take" —

Sowetan Correspondent

Edgars hit by strike

Sewetani 6/5/93
■ Workers stand by fired colleague:

By Bafana Khumalo

ACCUSATIONS of racism have led to 50 workers at the Southgate branch of Edgars going on strike

According to South African Catering and Allied Workers Union organiser Mr Jacky Masuku a cashier, Lina Mawela, mistakenly put an extra garment into a customer's bag on March 29 and sealed it (140A) (SA) (SA)

When this was discovered by the store security, management laid a criminal charge against her and she was subsequently arrested and later dismissed

Masuku said, however, that when a white employee later made the same mistake "nothing was done"

Cosatu public sector workers plan protests

COSATU affiliates in the public sector yesterday announced a programme of action to protest against government's planned rationalisation of the public service

Marches, sit-ins and a possible strike will form the first stage in Cosatu's rolling mass action campaign for May

The six unions represented have demanded an end to public sector spending cuts, an end to retrenchments and unilateral restructuring; a living wage, one Labour Relations Act for all workers, an interim dispute resolution mecha-

14013
ERICA JANKOWITZ

nism and the right to freedom of association
Speaking on behalf of the unions, Post and Telecommunications Workers' Association president Kgabisi Mosonkutu said if demands were not met, a "tools down" across the public sector would be called as a last resort

Elaborating on rolling mass action, Cosatu spokesman Bhekı Nkosi said regions and affiliates were devising individual plans of action

He said if no progress had been made by May 31 a general strike would be considered

By Paul Bell
Labour Correspondent

Six Cosatu-affiliated public sector unions, representing mainly education, health and municipal workers, will stage a march to the Union Buildings in Pretoria on Saturday, firing labour's first shots in its planned renewal of mass action.

Announcing the march yesterday, Post Office and Telecommunication Workers' Association (Potwa) president Kgabise Mosonkutu said the march would initiate a process of escalating action that could eventuate in a general public-sector strike if the Government failed to meet union demands.

In addition to current turbulence in the education sector, the announcement heralds the possibility of widespread industrial action in other spheres — hospitals, the Post Office and telecommunications, municipal services and, perhaps, rail transport.

The other five unions already supporting Saturday's march are the National Education, Health and Allied Workers' Union, the SA Municipal Work-

Star 6/5/93

Unions to march on Union Buildings

(140A)

ers' Union, the SA Democratic Teachers' Union, the Union of Democratic University Staff Associations, and the Police and Prisons Civil Rights Union

Although the campaign takes its cue from the mass action campaign announced by the ANC-SACP-Cosatu alliance in the wake of Chris Han's assassination, to pressure the Government to set an election date by May 31, the six public-sector unions have also enunciated their own demands.

Calling the Government's decision to cut staff in the public sector by 5 percent "a direct act of aggression", and condemning

the 5 percent wage increase imposed on the public sector, the unions demanded

- No cuts in public spending where these had the effect of reducing services to the poor, and other spending reductions to be negotiated with unions
- A halt to retrenchments and "unilateral restructuring"
- The scrapping of the 5 percent wage increase ceiling and the reopening of wage negotiations
- The extension to public-sector workers of the right to strike, a single Labour Relations Act and an interim dispute resolution mechanism
- Guarantees to public-sector workers in Bophuthatswana, KwaZulu and Ciskei of their right to organise freely

Potwa's Mosonkutu said the unions fully expected the Government to try to draw out the fight "But we are prepared to fight for as long as it is necessary to achieve our demands"

Cosatu sources indicated that the mass action campaign would not be nationally determined this time, but left to regions and affiliates to decide on appropriate action

Mediation is last hope for Shoprite/Checkers

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) confirmed yesterday that its members had voted in favour of industrial action at Shoprite/Checkers stores nationwide because of the unilateral withdrawal of a recognition agreement.

Saccawu spokesman Jeremy Daphne said about 10 000 members would embark on legal strike action if the issue was not resolved at mediation, tentatively scheduled for next week.

He said the union had suggested mediation. In an unusual step, the company had set the precondition that the union agree in writing to be flexible in this process.

Daphne said he hoped the dispute over the cancellation of the agreement would be resolved quickly as "the membership was sending a strong message that its patience was running out".

He said any action embarked on by members would be legal as the majority had voted in support of the strike and the union had complied with all legal requirements.

Daphne said there was also a separate, but linked dispute, over the issue of multi-unionism.

The company refused to negotiate wages with Saccawu, insisting that a minority union, the National Union of Distributive and Allied Workers (Nudaw), be a party to the negotiations. Nudaw represents fewer than 3 000 Shoprite/Checkers workers

Daphne said Saccawu was committed to majority unionism. Nudaw's policies and principles also differed so fundamentally from those of Saccawu that sharing a platform would be counterproductive.

The company refused to comment, saying this was an internal matter it did not wish to escalate.

Star 715193

Union members to get jobs back

More than 1 000 National Education, Health and Allied Workers' Union members will be re-employed by the Transvaal Provincial Administration after judgment in a dispute between the two parties.

In a joint statement

yesterday, the TPA and the union said that according to arbitrator J Gauntlet's decision, successful arbitration candidates had to be re-employed "in terms of the agreement of settlement".

"At this stage, 1 137

successful arbitration candidates will be re-employed at the relevant institutions"

The arbitration process was still in progress and was expected to be completed by the end of June, said the statement

— Sapa.

SiTimes 9/15/93
Orderly march

DISCIPLINE character-
ised a march by 1500
Cosatu members on the
Union Buildings yester-
day A list of demands
was presented, including
the threat of a national
strike

(92) (14-0A) (975)

ANC 'may insist' on marching

B/DPM 10/5/93

GAVIN DU VENAGE

THE ANC might insist that it be allowed to proceed with marches and demonstrations even when it has not received permission, spokesman Carl Niehaus said yesterday

The ANC's PWV region reaffirmed its commitment to "rolling mass action" to speed up the political negotiations. While the ANC had not taken a decision actively to defy an order banning marches, Niehaus said that such a ban would not simply be accepted

He said the ANC was worried about a "growing tendency" for government to clamp down on marches. On Friday a Cosas march through Johannesburg was banned and police prevented students from leaving the townships

Niehaus said that the ANC would meet various parties such as the police and national peace secretariat before proceeding with demonstrations.

But the organisation would be "extremely reluctant" to obey a ban, he

said. He claimed the ANC's concern about marches being banned was shared by several international observer bodies

"They are concerned that people are being denied their democratic rights," he said

Sapa reports that at a media briefing after a meeting in Johannesburg at the weekend to assess mass protests, ANC regional spokesman Jabu Mlekoti said the grassroots situation had changed since the murder of SA Communist Party head Chris Han

He said people were now more organised around specific issues such as the education crisis

He said the meeting had focused on four areas of mass action — civic struggles, worker issues, the creation of a peace corps to allow communities to police their own areas and other sectoral matters.

Proposals, which include consumer

boycotts, marches and mass demonstrations, would be tabled at a meeting next week

Another congress official, Paul Mashitela, said there was no conflict between the ANC PWV region and ANC headquarters over mass protests. On Friday night, ANC secretary general Cyril Ramaphosa said a meeting would be held soon to review mass action in the light of progress made at constitutional talks

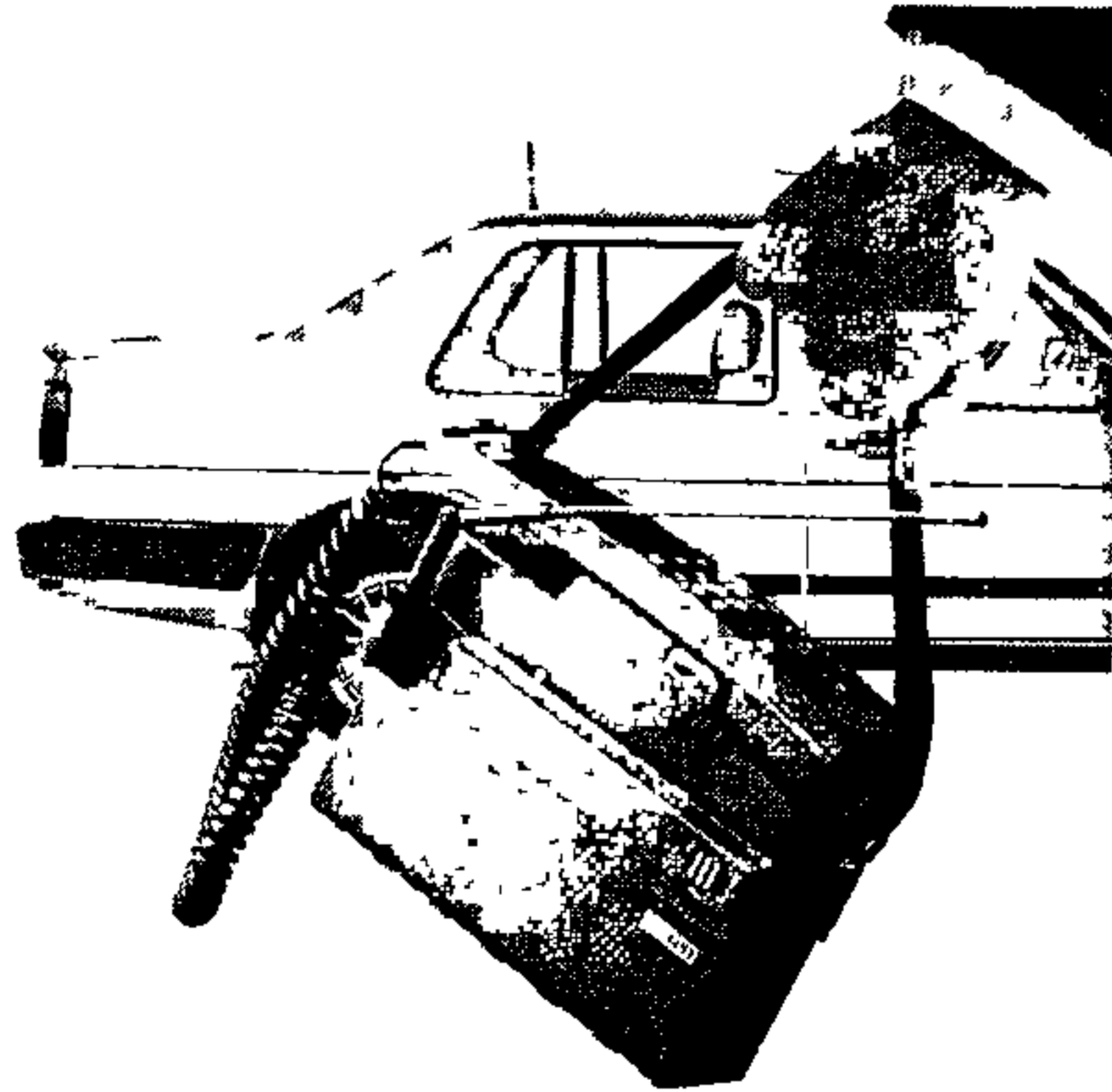
Reuters reports from East London that businesses in the Border area have joined the ANC's mass action campaign

The Border Business Action Committee yesterday announced a two-week plan of action starting on Wednesday

On the same day, the ANC planned to start 24-hour occupation of Border towns, but the BBAC has suggested a rally instead of occupation. It said action had to be peaceful and avoid disruption of industry and business



do things



031) 700-4415

Cosatu's call to Derek Keys

B/DPM 10/5/93
ERICA JANKOWITZ

COSATU has called on Finance Minister Derek Keys to investigate the investment of R20bn in three major projects (WDA)

The federation said most of the money would be spent overseas, whereas "the national economic forum is arguing about spending only R60m on job creation"

The three projects are Columbus and Alusaf and the proposed cellular telephone system

Cosatu made demands aimed at suspension of tenders for the phone system and for other contracts to be placed locally

AIDS policy deal in reach

ERICA JANKOWITZ

AN AIDS policy for the mines, which the NUM and Chamber of Mines have been negotiating for about 18 months, will probably be signed shortly, according to a union spokesman.

Both parties agreed they were "very close to agreement" on the issue, but had yet to resolve two points of contention. *BIDM 10/5/93*

One involves certain categories of workers the chamber insists should be tested automatically "on medical grounds". The union maintains that automatic and pre-employment testing could be extended to all workers and is not acceptable.

Chamber medical adviser Dr Isaak Fourie saw this as "a procedural aspect" and said it was not a fundamental point. He said the parties had agreed employees had the right to refuse testing and were now thrashing out the extent of the agreement.

The second point is individual responsibility. The union is arguing for a lifestyle change, saying the hostel and migrant labour systems contribute to the spread of AIDS.

The chamber, however, says employees must accept co-responsibility for the spread of the disease as an individual is not going to become infected unless he has unprotected sex with an HIV-positive person.

Fourie said the two parties had gone a long way towards devising "broad guidelines to protect the rights of the HIV-positive worker in the mining industry". The whites-only Mine Workers' Union had been invited to discussions on the policy, but had "shown no enthusiasm".

Shoprite/Checkers warns against strike

BIDM 10/5/93
SHOPRITE/Checkers on Friday gave notice to the SA Commercial, Catering and Allied Workers' Union (Saccawu) that the union would be responsible for "whatever consequences may flow from strike action" planned to start this week.

In a hard-hitting letter to the union, group personnel manager Callie Burger said it was clear the union had a fixed intention to embark on strike action and would only abandon this when the company acceded to its demand for the unconditional reinstatement of the cancelled recognition agreement.

On Saturday, thousands of Saccawu members engaged in industrial action over the unilateral termination by management of its recognition agreement with Saccawu, the union said in a statement.

It said this followed a majority vote in favour of industrial action and the company not agreeing to mediation unless certain preconditions were met.

It said 14 workers were injured by police dogs after they had handed a memorandum to the management of Shoprite/Checkers in Hillbrow. A police spokesman said police had dispersed more than 200 workers because the march was illegal. He said one man was arrested.

In his letter, Burger said the company had given "proper and lawful notice" of the termination of the agreement which was "no longer

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ERICA JANKOWITZ

appropriate to the structure of the new and enlarged company"

Despite attempts, the union had been unwilling to negotiate a new agreement.

Burger said the company had requested a joint bargaining forum with the National Union of Distributive and Allied Workers in accordance with "the prevailing national tendency to accommodate and tolerate minority groups" and to promote orderly collective bargaining.

This had been rejected by Saccawu whose "failure to deal with the issue had led to an indefinite delay in granting the annual wage increases".

Burger said the two strike ballots conducted by Saccawu had "resulted in numerous incidents of illegal strike action, serious disruption to business and a large number of serious irregularities" and that any strike action embarked on would be deemed unlawful by the company.

Burger said as it was clear the union "is in an advanced stage of planning its industrial action and has devoted considerable time, energy and finance to this" the company would "take whatever practical steps it deems necessary to protect the interests of its employees, shareholders and the wider community".

He said strike action would have a detrimental effect on the company's financial recovery.

Key players miss birth of Volksfront

THE Afrikaner Volksfront, established in Pretoria on Friday, is already showing signs of strain with prominent right-wingers not being invited and others considering it to be a CP plot. *B/DAY 10/5/93.*

The AWB and its leader Eugene Terre-Blanche were absent from the launch, decided upon after five hours of discussion. Terre-Blanche said he had not been consulted, but added he had been in the Cape for two weeks.

HNP leader Jaap Marais said he had opted to join the Volksfront, but felt setting it up was a CP plot to force the rest of the right wing to fall in behind it.

The CP would have about 60 of the 75-80 central management committee members, he said. All of the participating organisations at Friday's meeting had been told to send one or two delegates, but half of the CP caucus had been there.

Volksfront founder and committee of generals chairman Constant Viljoen said Terre-Blanche had been invited.

AWB Wenkommando chief "Colonel" Servaas de Wet was there, but not to represent the AWB. Right-wing sources yesterday said a split in the AWB hierarchy was on the cards.

Terre-Blanche yesterday denied this: "There can never be a split in the ranks of the AWB. None of the generals were consulted. I have not spoken with De Wet yet and I do not know what he did there."

380/11
DIRK VAN EEDEN

He was not prepared to say whether there was a possible split between the AWB and De Wet.

Marais said he had held up the launch for three hours, insisting that the political implications of such a body be considered first.

Afrikaner Volksunie leader and MP for Potchefstroom Andries Beyers had agreed with him, he said, and had told the meeting "You are establishing a new political party with a party structure and political aims."

In the end, the group agreed not to accept the proposed structure of the Volksfront. Rather, they took the proposals as a "point of departure" while a working committee, comprising members of all of the major role-playing organisations, were asked to hammer out a better proposal before May 19, when they had to report back.

Viljoen said yesterday he did not wish to comment because he had to consult with the other Volksfront members first.

However, he said some in-fighting had to be expected at this early stage. The body was not intended to create complete political consensus.

CP leader Ferdi Hartzenberg said yesterday it was not policy to speak to the media on a Sunday. The CP has agreed to disband its own mobilisation action in favour of the Volksfront.

Support for literacy drive

B/DAY 10/5/93.
A KEY NUM demand at this year's wage bargaining with the Chamber of Mines — the elimination of worker illiteracy within the industry during the next five years — is broadly supported by the industry.

NUM assistant general secretary Marcel Golding says that the success of any productivity or profitability scheme depends on work organisation and skills development.

However, as 90% of unskilled miners were functionally illiterate, this was a major obstacle to attaining high levels of production and therefore profit.

He said mining houses had indicated their willingness to co-operate on eliminating illiteracy and educating workers in the fundamentals of business.

"It is difficult to persuade workers to work harder if they don't understand figures and the interpretation of them," he said.

NUM proposals on adult basic education included employers and the state providing "facilities for classes, paid time off for workers attending and assistance in paying for teachers and the costs of developing teaching materials".

Randgold's human resources executive Richard de Villiers said this was a constructive demand, and would be wholeheartedly supported by the group.

He said its mines already operated

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ERICA JANKOWITZ

basic adult education programmes, which were well attended.

Gengold spokesman Andrew Davidson said the group's adult education programmes had the "objective of ensuring more than 80% of its 55 000 workforce were able to read and write by 2000".

Davidson said workers were helped to understand facts and figures concerning the business activities in which they were involved.

Anglo also ran adult basic education in literacy and numeracy, said spokesman James Duncan. There was no uniform approach to this project, and each region approached the project in its own way, he said.

For example, Anglo's West Rand region had launched a project which would also benefit surrounding communities and taught skills related to the work, technological, economic, political and social spheres of life.

At the start the main medium of teaching was the vernacular. The English content of courses increased as candidates progressed.

"The aim is to put 25 600 illiterate and innumerate employees, numbering about 25 600, through the programme by 2000," Duncan said.

Peaceful Cosatu march on Union Buildings

PRETORIA. — The presence of peace observers seemed as unnecessary as that of the armed security forces who monitored a Cosatu march here on Saturday.

Discipline characterised the march by 1 500 Cosatu members on the Union Buildings.

A list of demands, addressed to President F W de Klerk, was presented, including the threat of a national strike.

The demands were delivered by Cosatu-affiliated civil servants who called for an end to the "unilateral restructuring" of state bodies, a freeze on retrenchments, and for the re-opening of negotiations on wage increases — Sapa

OK Bazaars, union agree on wages

8/10/93 12/5/93
ERICA JANKOWITZ

FOR the first time, the OK Bazaars and the SA Commercial, Catering and Allied Workers' Union (Saccawu) have settled the annual wage agreement without a dispute.

The wage agreement, signed yesterday, grants a R123 across-the-board increase to all permanent employees who are union members, representing about a 14% rise for the lowest category of workers.

A minimum salary of R980 was negotiated for all full-time, permanent employees with 12 months' completed service. Part-time workers will get two-thirds of this. Increases were backdated to April 7.

One week's compassionate leave, funeral assistance, the recognition of traditional healers, the non-forfeiture

of discounts on HP instalments in arrears, and an increased laundry allowance were also agreed on.

The company agreed "to facilitate the process of negotiations on the extension of stop-order facilities to Bophuthatswana"

The union's Modise Mokhine said a relationship-building exercise conducted in the company recently had focused on resolving past "continuous disputes" in wage negotiations.

He said the 1990 dispute over the payment of 13th cheques was still before the courts, and last year the OK unilaterally implemented its final offer despite not reaching agreement with the union.

However, there had been a discernible improvement in the industrial relationship between the two parties, Mokhine said.

Meanwhile, Saccawu would appear to be on a collision course with Shoprite/Checkers over the unilateral termination of its recognition agreement and attempted enforcement of a joint bargaining forum

Union spokesman Jeremy Daphne said six Checkers stores were still locking out workers. These stores, were in the "conservative areas" of Welkom, Florida, Boksburg, Nelspruit, Barberton and Witbank.

He would not comment on the possibility of industrial action, but strikes were expected to be called today in certain stores.

Pause in dispute at Checkers

By Paul Bell
Labour Correspondent

Despite lock-outs at five Shoprite/Checkers stores in the Transvaal and the Free State yesterday, a lull has fallen in the battle between the chain and the South African Commercial Catering and Allied Workers' Union (Saccawu)

Both sides are considering their positions after a series of worker protest actions in major centres around the country at the weekend.

Management has, it is understood, refused to entertain Saccawu's proposal for mediation unless the union accepted certain preconditions

In turn, Saccawu has refused the company's terms and will decide today how to proceed with its planned programme of action against the chain, which employs some 10 000 of its members

No comment could be obtained from Shoprite/Checkers, which made clear in an earlier statement that it is "reluctant to be drawn into media debate" over the dispute

Most weekend protests proceeded peacefully, although one in Hillbrow, Johannesburg, turned ugly when 200 workers were allegedly set upon by police dogs, and teargassed

NEWS *TGWU castigates Union over association with bosses ● Breweries fight over beer markets*

By Mathatha Tsedu
Investigations Editor

THE RECONSTRUCTION accord proposed by the Congress of South African Trade Unions has provoked stinging criticism from one of its affiliates, with accusations of selling out worker interests

The Transport and General Workers Union, in a paper prepared by its education department, castigates the Cosatu leadership that drew up the accord and says they are in cahoots with the bosses

The accord, which calls for a public works programme to provide jobs for the millions of unemployed, development of human resources, provision of social services and individual and collective rights for workers, is to be the centre of a major debate in a special Cosatu congress to deal with the issue

The accord, if ratified, will be presented to the ANC, who will be asked to sign and implement it if they get into government, before Cosatu members can vote for the organisation in coming elections

Pro-management

But the TGWU document accuses Cosatu leaders of adopting a pro-management stance and argues that the programme is a departure from the socialist foundations of the federation, in terms of which nationalisation is the answer to worker exploitation

The document states that the Cosatu leadership is engrossed with meetings with management and its Government instead of workers

"Of late the only time we see the leaders is on TV. Most of the time they are sitting with the bosses in committees and commissions. There is the National Economic Forum sitting with the bosses and the bosses' Government, discussing the best way forward to the new South African economy

"There is the National Manpower Commission (where) Cosatu leaders sit

Cosatu slammed

Sowetan 12/5/93

■ SELLING OUT Worker leaders

accused of being too chummy with

business and Government: (140A)

the whole day with the bosses' Government debating how best to avoid the struggle and build co-operation between the exploiter and the exploited

"Its time is spent debating with the bosses, talking with the bosses, eating with the bosses, drinking with the bosses, laughing with the bosses, planning with the bosses

"When they appear on TV, it is even difficult to tell who is the boss and who the worker because they all are wearing suits and ties! This confusion gets worse because despite all the differences, the bosses and the workers' leaders on TV end their discussion by saying they are all in agreement on the main points," the document states

Rejecting the negotiations approach to worker issues the document states "The bosses and some of our leaders say negotiation is give and take. But the bosses are always taking. They took our land by force, they took our cattle by force, they made us work for them by force using their pass system

"Today they say we must have give and take. We the workers have nothing more to give! The bosses have taken everything already. The leaders are doing the bosses' propaganda work when they tell workers to reconcile themselves to living under the boot of capital-

ism"

The call by the accord for a restructuring of the civil service, in line with the ANC call for assurances and protection of the SAP, SADF and civil service personnel, is criticised as integrating forces of repression and the new forces of worker democracy

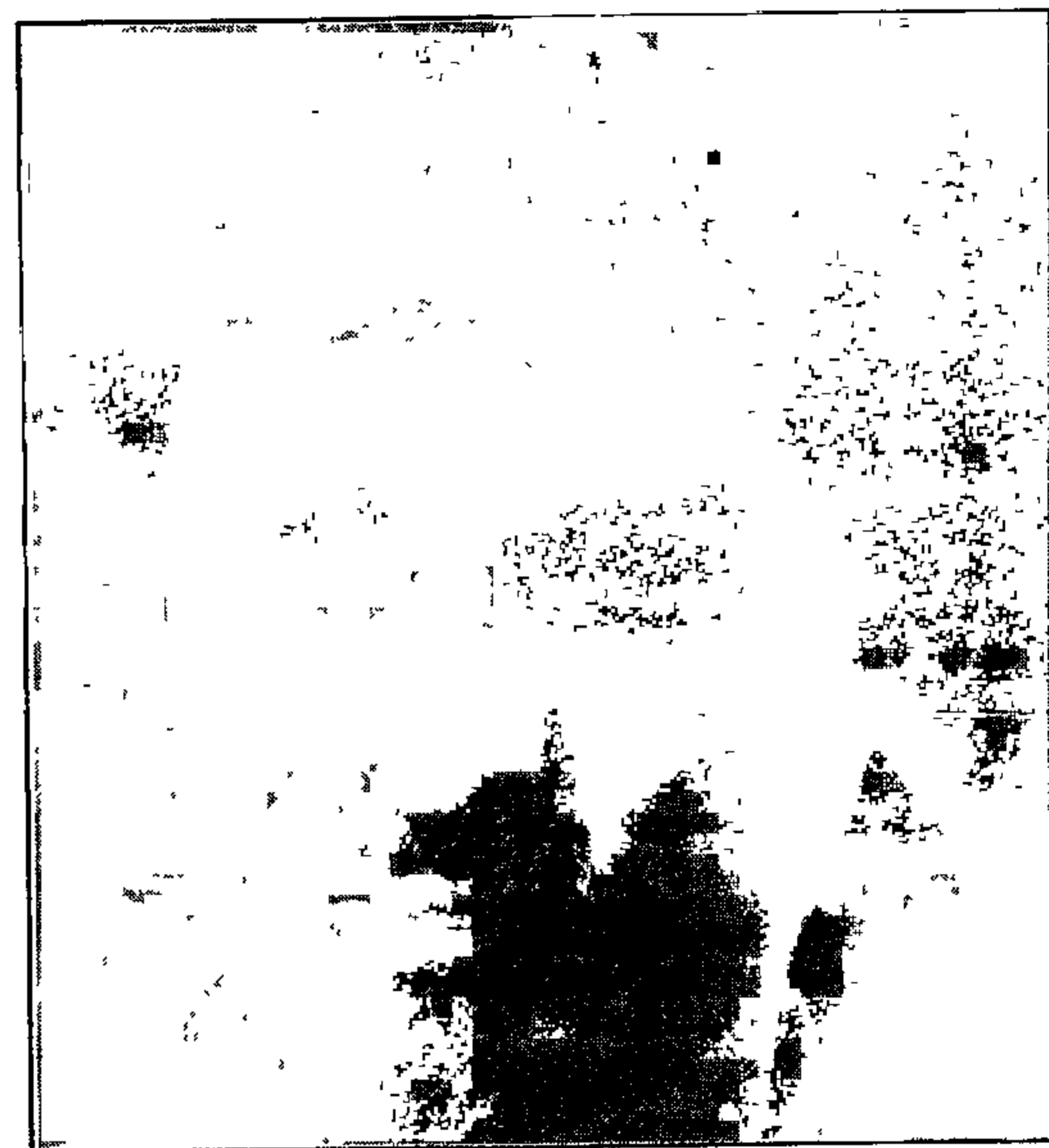
The document asserts that the accord would tie workers "in the chains of class collaboration with the bosses". It called for a democratisation of decision-making in Cosatu, alleging that leadership of the federation changed worker mandates to suit its collaborationist stance

It cited the anti-VAT campaign and said while workers had campaigned for the cancellation of VAT and a boycott of Pay As You Earn, the Cosatu leadership had changed this unilaterally to "negotiate VAT" and "No tax increase"

The document rejected the Cosatu proposal for an independent tax commission and said this meant more "collaboration with the bosses"

The document calls for the mobilisation of workers to fight for socialism, saying only a fighting worker movement could ensure victory after the departure of the apartheid regime

It calls for the disbanding of the SAP and SADF and that "apartheid criminals" should be charged. All public as-



Jay Naidoo ... general secretary of Cosatu

sets that were privatised should be nationalised without compensation and Government ministers and MP's should be paid wages equal to those earned by skilled workers, the document states

TGWU assistant general secretary Mr Howard Randall confirmed the existence of the document but said it did not represent widespread opinion within the union

He said discussions had been held on the accord but shop floor debates were still on, which should culminate in a unified position within the next two weeks

He said Cosatu affiliates were wary of unconditionally supporting liberation movements as the experience in Zimbabwe and Namibia had shown that politi-

cians changed when in power

He said Cosatu remained committed to socialism. He could not say whether the ANC, which encompasses business people, would ratify a workerist document that would put it on a collision course with business

A Cosatu media spokesman, Mr Bheki Nkosi, said he was aware of the document but said all affiliates would have an opportunity to discuss the matter at the special congress in September

The document brings to light latent infighting within Cosatu over the new approach in terms of which the federation has pledged support to the ANC in return for the organisation's signing of the accord

Star 12/5/93
NUM's white membership rises

By Paul Bell
Labour Correspondent

... tend to keep a low profile.

The National Union of Mine-workers has raised its white membership on the mines to about 1 800, largely through its provision of social assistance to white workers neglected by their own unions.

NUM organiser Louis Vosloo says some of these workers — mainly CP supporters — are concerned about the influence of the ANC and SACP in the union's affairs.

According to the SA Labour Bulletin, NUM has been able to assist white workers "neglected by their unions" and has won a number of legal cases for these workers. But they

The bulletin points out that these workers are in bargaining units covered by closed-shop agreements with white unions, which means the NUM is unable to represent the interests of these new members at plant level

10 000 strike at Shoprite/Checkers

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) embarked on a nationwide strike at Shoprite/Checkers stores yesterday, sparked by the group's termination of a recognition agreement.

The union said last night about 10 000 members had taken part in yesterday's action. "The small percentage of stores that are not withholding their labour are expected to join in (today)," spokesman Jeremy Daphne said.

Daphne, who said the strike was fair and lawful, added that the union was calling for a boycott of all Shoprite/Checkers outlets.

(140A) ERICA JANKOWITZ and WILSON ZWANE

He said Saccawu had reaffirmed its commitment to resolving the dispute through mediation, but the group had continued to set preconditions to the process, which showed it had "little understanding of the purpose of mediation".

The dispute also concerns the company's attempts to form a joint bargaining forum incorporating minority union the National Union of Distributive and Allied Workers. Shoprite/Checkers refused to comment on whether there was a strike at its stores.

13/5/93



10 000 stop work at supermarkets

By Paul Bell
Labour Correspondent

Up to 10 000 union members at Shoprite/Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers Union (Saccawu) claimed last night.

Workers at between 120 and 150 stores reported for work as normal, then moved into store canteens at 9 am, remaining there until clock-out time. A police presence was observed at some stores, said Saccawu spokesman Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank. Management has reportedly withdrawn its offer of Tuesday night not to extend the lock-outs, and more could follow.

Shoprite/Checkers has refused since Friday to make any comment on the progress of its dispute with Saccawu — caused ostensibly by its decision to terminate a

nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned actions in advance, keeping management at a disadvantage.

Shoprite has been trying for some time to negotiate a new recognition agreement but the union had resisted this — principally because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

Sidelined

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements.

Progress so far in this sector has taken place against the backdrop of an extremely difficult negotiating climate, say industry sources. Union-management discussions have been hampered by rumours of threatened retrenchments, which have led to several wild-cat actions — pickets, sit-ins and the like — or threats of action around the country.

Regarding wage agreements, Pick 'n Pay agreed to a R160, across-the-board wage increase for its permanent employees, while its part-time workers will receive an additional R88,89. The company minimum for full-timers has risen to R1 040 per month, and R692,64 for part-timers.

It is understood the company faces an important round of secondary negotiations within a week on job flexibility (moving workers to different jobs), job mobility (moving workers among different stores) and greater flexibility in the use of shifts. Both sides are acutely aware of the volatility of the issue and are keeping a low profile on it in the run-up to the resumption of talks.

OK human resources director Keith Hartshorne confirmed yesterday that his group had granted a R123 across-the-board increase to all permanent employees who are union members. All employees with more than 12 months' service will earn a minimum of R980, and part-timers will get two-thirds of this. Hartshorne made a point of noting the company's "encouraging progress towards an improved relationship with Saccawu".

10 000 take to the canteens

Sowetan 13/5/93

■ Strike hits up to 150 supermarkets:

Sowetan Correspondent

MORE than 10 000 union members at Shoprite-Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers Union claimed last night (LLOA) [REDACTED]

Workers at between 120 and 150 stores reported for work as usual, then moved into store canteens at 9am, remaining there until clock-out time.

A police presence was observed at some stores, said Saccawu spokesman Mr Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Neispruit, Welkom and Witbank.

Management has reportedly withdrawn its offer not to extend the lock-outs. More lock-outs could follow.

Shoprite-Checkers has refused since last Friday to make any comment on its dispute with Saccawu, caused ostensibly by its decision to terminate a nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned action in advance, to put management at a disadvantage.

NEWS Union demands reinstatement of recognition agreement

Call to boycott Checkers stores

Sowetan 14/5/93

■ Management in dispute with union over recognition:

By Ike Motsapi

THE SA Commercial, Catering and Allied Workers Union yesterday called for a national consumer boycott of all Checkers-Shoprite stores and the products of their holding company, Pepkor.

The call follows a national strike by more than 9 000 members of Saccawu at Checkers-Shoprite stores throughout the country over demands that management reinstate an agreement recognising the union cancelled in 1990.

Management terminated the agreement after it took over Checkers in 1990 and insisted that a new one be negotiated by the company and the union.

Saccawu has called on political organisations, other trade unions, civic leaders and the international community for support.

The strike started on Wednesday when workers staged sit-ins in the company's canteens.

By yesterday management had locked out striking workers at eight plants, a union spokesman said.

Mr Calhe Burger, a company spokesman who has been negotiating with Saccawu, referred all inquiries to the company's public affairs department. But a spokesman for the department said they had no comment at this stage.

Saccawu spokesman Mr Jeremy Daphne told a Press conference in Johannesburg yesterday that 160 shops and outlets had been affected.

He said only 600 of their 10 300 members were not on strike because they were "bound by other decisions". These members are employed in the meat sections of Checkers-Shoprite.



Strike rights at Shoprite

By PHILIPPA GARSON

ONE of the biggest strikes to hit industry this year entered its third day today with thousands of Shoprite/Checkers workers staging sit-ins at store canteens around the country.

Close to 10 000 South African Commercial, Catering and Allied Workers Union (Saccawu) members stopped work in protest against the termination of the union's recognition agreement by the food chain's holding company, Pepkor.

Management has imposed lock-outs at 12 of the affected stores. Saccawu, charging Pepkor with "conducting an all-out war against the union", has called for a boycott of Shoprite/Checkers.

The strike is likely to pitch the already-beleaguered Shoprite/Checkers into further economic straits. The food chain, which has refused to comment on the dispute, began closing stores last year after announcing its intention to shut down half of its operations.

The union, which denies having breached the nine-year recognition agreement, is willing to negotiate a new contract but demands that the existing one be reinstated before mediation begins.

"We find it completely unacceptable that during the process of negotiating a new agreement ... there is no protection for workers," said Saccawu official Jeremy Daphne at a Johannesburg press conference yesterday.

Saccawu has charged Checkers/Shoprite with "unilaterally" imposing its own recognition agreement, which would significantly weaken existing union rights.

The strike, affecting 160 stores, is the culmination of a two-year dispute which has intensified since Shoprite and Checkers merged in March last year. According to Saccawu, the merger signalled the beginning of a "strategy to impose baasskap on the union" and dilute its strength by forcing it to align with a minority union, the more conservative Cape-based National Union of Distributive and Allied Workers, in wage negotiations.

Daphne said it was significant that Pepkor management had not attempted to rein in another minority union in the industry, the more militant Federal Council of Retail and Allied Workers (Fedcrow), into the negotiations.

After the merger Shoprite/Checkers wanted to negotiate a new agreement on the grounds that the existing nine-year contract was no longer appropriate to the enlarged, restructured company. It terminated the agreements when negotiations for a new one failed.

The union charges that shopfloor conditions have deteriorated rapidly since the recognition agreement was cancelled in January, with management refusing to allow hearings before imposing punishments, dismissing scores of shop stewards, preventing shop stewards from attending union meetings and quashing complaints over racist employers.

The union has accused Pepkor of taking the industrial dispute into the political arena by sending its reply to the union to other players, including the African National Congress, the Congress of South African Trade Unions and the National Peace Accord.

10 000 stop work at supermarkets

Star 14/5/88

By Paul Bell
Labour Correspondent

Up to 10 000 union members at Shoprite/Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers' Union (Saccawu) claimed last night (14/5/88).

Workers at between 120 and 150 stores reported for work as normal, then moved into store canteens at 9 am, remaining there until clock-out time. There was a police presence at some stores, said Saccawu's Jeremy Daphne.

Other stores are expected to join the action today.

Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank. Management has reportedly withdrawn its offer of Tuesday night not to extend the lock-outs.

Shoprite/Checkers has refused since Friday to make any comment on the progress of its dispute with Saccawu — caused ostensibly by its decision to terminate a nine-year-old recognition agreement with the union. For its part, Saccawu will not disclose details of planned actions in advance, keeping management at a disadvantage.

Shoprite has been trying for some time to negotiate a new recognition agreement but the union had resisted

this — principally because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements.

Union-management discussions have been hampered by rumours of threatened retrenchments, which have led to several wildcat actions — pickets, sit-ins and the like — or threats of action around the country.

Pick 'n Pay agreed to a R160 across-the-board wage increase for its permanent employees, while its part-time workers will receive an additional R88,89. The company minimum for full-timers has risen to R1 040 per month, and R692,64 for part-timers.

It is understood the company faces an important round of secondary negotiations within a week on job flexibility (moving workers to different jobs), job mobility (moving workers among different stores) and greater flexibility in shifts.

OK human resources director Keith Hartshorne confirmed yesterday that his group had granted a R123 across-the-board increase to permanent employees.

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14 May 1993

other in all of resorts impossible in southern Africa at this stage, but by another type of telecommunication system which will be suitable at this stage, a spokesman said yesterday — Staff Reporter

Drug traffickers beheaded

RIYADH — Executioners yesterday beheaded four Pakistanis convicted of drug trafficking Forty-two people have been beheaded in Saudi Arabia this year for various crimes, including 14 Pakistanis convicted on drug charges — Sapa-AFP

New editor for Observer

LONDON — The new owners of The Observer, the world's oldest Sunday newspaper, named its editor yesterday. The paper, which has pledged to retain its independence, was bought by The Guardian and Manchester Evening News group Jonathan Fenby deputy editor of the Guardian will take over a editor. — Sapa-Reuter

Gangster commits suicide

BRUSSELS — Belgium's most notorious gangster Patrick Haemers committed suicide yesterday with a cord attached to his radio in his cell Sapa-Reuter

Food workers on strike

FIVE-HUNDRED workers at Fedics Food Services' Johannesburg catering operations staged wildcat strike yesterday morning after a break down in wage negotiations. At Garden City Club Brixton, 60 workers — mainly cleaning staff a striking for a third day — were removed from t premises after management obtained an interdi — Labour Staff

140A

15/5/93



Strike hits Shoprite

MOST members of the South African Commercial Catering and Allied Workers Union at 160 Shoprite-Checkers outlets have gone on strike, a union spokesman said on Friday.

The spokesman reported also that Saccawu members at an outlet in the Bophuthatswana town of Mafikeng were detained by the authorities. He said sit-ins, marches and other industrial action were staged at Shoprite-Checkers stores throughout the country on Friday.

Sawyer 17/5/73

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~~Sowetan 17/5/43~~

Clinic workers sacked

THE management of Johannesburg's Garden City Clinic has confirmed that a number of workers had been dismissed from the clinic after they went on an illegal strike. ~~(12/335)~~

The clinic's general manager, Dr André Nel, estimated the number of the dismissed workers at 50. ~~(12/335)~~

The workers, all members of the National Education, Health and Allied Workers Union, downed tools in protest against the dismissal of a fel-

140A

brief

~~Sowetan 17/5/43~~

low worker for allegedly arriving late at work. ~~(12/335)~~

Nehawu organiser Bongani

Tsimo estimated the number of the dismissed workers at 110. ~~(335)~~



INDUSTRIAL relations in the retail sector are undergoing a sea-change as management reshuffles in the big three chains interact with a trade union which lurches between pragmatism and ultra-left-wing posturing

The retailers are Pick 'n Pay, OK Bazaars and Shoprite/Checkers, the union is the SA Commercial, Catering and Allied Workers' Union (Saccawu)

Union-management relationships are likely to remain least affected at Pick 'n Pay, primarily because René de Wet became joint MD with Gareth Ackerman after the retirement of Hugh Herman at the end of April. De Wet is Pick 'n Pay's former human resources director who pioneered the group's relationship with Saccawu

From around 1983, De Wet built what was to become a healthy relationship with Saccawu. His main initial task was to transform Raymond Ackerman's paternalistic, though benevolent, attitude towards labour into a modern industrial relationship. Thereafter, following an unpleasant wage strike in 1986, Pick 'n Pay was able to use its commercial success to become by far the highest payer of the big three and avoid the endemic conflict afflicting its competitors

The current threat of 3 500 retrenchments, the first in the company's history, is mainly a function of an uncompromising union stand over management's proposal for flexible work arrangements as an alternative to the layoffs. So far the union has refused to display the kind of flexibility shown, for example, by the NUM in times of crisis. However, the threat may yet be sufficient to galvanise Saccawu into seeking agreement on the issue. The parties are due to meet today in an attempt to thrash out a solution

Saccawu's main foe over the past 10 years has been OK Bazaars. The relationship has been highly adversarial. Aside from dozens of wildcat strikes there have been three nationwide strikes — a particularly bitter and violent one in 1988. Until 1992,

New style brings labour conflict to Checkers' floor

Blomy 17/5/93

ERICA JANKOWITZ and ALAN FINE

each annual wage round went into dispute before resolution

This, however, appears all to have changed since Gordon Hood's replacement by Mervyn Serebro at the beginning of this year

The management reshuffle was followed in short order by an intensive relationship-building exercise conducted by the Independent Medical Service of SA and substantial wage increases this year despite the company's poor performance

The move seems to have paid off as wage negotiations between OK and Saccawu ended amicably on May 7, with agreements reached in record, five-day negotiations. However, both sides agree it's early days and the new-found positive relationship still has to be cemented.

Management maintains the generous wage increases have been awarded because workers are the most important part of its business. Exactly the opposite process has occurred at Checkers since the group's takeover by Christo Wiese's Pepkor and the creation of Shoprite/Checkers, where last week Saccawu members embarked on a countrywide industrial action

The old Saccawu-Checkers relationship was often stormy, but this was due mainly to Checkers' poor commercial performance and lack of resources which made it an inferior employer in terms of wage levels



□ WIESE

The previous management tried to compensate by attempting to build a co-operative relationship with the union. The industrial relations atmosphere and culture has now changed markedly

The immediate issue which triggered the strike was the company's cancellation of the recognition agreement which regulated the Saccawu-Checkers relationship be-

turning to the tactics of the '70s. Daphne says that since Pepkor bought Checkers at the end of 1991 and the merger of Shoprite and Checkers, management has adopted a much more hardline approach. In fact, only one senior Checkers personnel man is still in the management structure. Pepkor, he says, is perceived as "challenging established industrial relations practice and attempting to spread unenlightened precedents"

Thus, he argues, is evidenced by Shoprite's technical and legalistic approach to labour relations. Daphne cited the group's acceptance of the all-comers approach as being directly opposed to the union's libertarian approach. "It is the union's prerogative to establish joint bargaining forums and not up to the company to impose a change to established bargaining practice."

However, it would appear to be not only the company which is adopting this inflexible line. The union also is refusing to budge from its stand on certain issues. For example, the company has proposed a compromise on the issue of joint bargaining. It suggested that negotiations take place separately, but on consecutive days so as to cut down on time and costs. But Saccawu maintains an inflexible approach to the setting of dates, which will render this proposal meaningless

The dispute over the recognition agreement is a curious one. The new company structure would seem to justify a management request for changes to the old Saccawu-Checkers agreement. However, a combination of a new, more adversarial management style, combined with a union which tends towards inflexibility, became an explosive mixture

It is a moot point whether the union will be able to sustain a strike over an issue of little immediate material importance to workers. A recognition dispute, although important to the union bureaucracy, nowadays does not have the same resonance as a wage dispute on the shop floor. Daphne maintains, however, that workers' ill-feeling towards management runs deep because of events preceding this dispute, and that the strike will be well supported.

fore the Pepkor takeover. However, Saccawu spokesman Jeremy Daphne said this move had been the "final straw" in a long list of grievances

These include a wave of store closures and retrenchments where, he said, insufficient notice was given for the union to intervene constructively, and a 10% wage reduction proposal at last year's negotiations. This "novel approach" angered the union as the company's stated policy of reaching parity between Checkers and Shoprite conditions of employment and salary scales was never envisaged to mean Checkers personnel having to accept wage cuts

"We have a long history with Pepkor dating back to the '70s," Daphne says. "Over the years management has consistently displayed an unyielding approach to industrial relations and is conservative and even racist in its attitude."

One indication which supports the union's accusations that Shoprite/Checkers is operating to outdated standards is management's refusal to reply to union allegations. In the early days of unionisation, in the '70s, when unions began to learn the value of propaganda, managements tended to refuse to participate in the media debate in the hope that they would avoid unwelcome publicity. They eventually changed when it did not work. But Shoprite/Checkers is re-

Checkers strike still nation-wide

■ Saccawu members locked out
of 24 stores;

Sewelan
By Ike Motsapi 18/5/93

THE national strike by over 10 000 members of the South African Commercial Catering and Allied Workers Union at Checkers-Shoprite stores enters its seventh day with no end in sight.

Saccawu and management are in dispute over a terminated recognition agreement. Management wants Saccawu to negotiate a new agreement

Saccawu spokesman Mr Jeremy Daphne said yesterday the strike was now affecting more than 170 outlets (140A) He said management had locked out workers at 24 outlets around the country

"All Saccawu members in the Checkers-Shoprite store in Mafikeng were detained by the bantustan authorities and taken to the local police station on Saturday

"In the Western Cape town of Grabouw the Shoprite-Checkers store has been closed down. All other stores in the town, except one, went out on a sympathy strike.

"In Cape Town about 500 workers marched to the company's head office. There was a heavy police presence and attempts were made to stop the march "

Drop trial, says Numsa

By M. MERTEN
18/5/93

NUMSA said yesterday charges against its secretary general Moses Mayekiso and three others should be dropped as they were "insensitive"

Mayekiso and his co-accused appeared briefly in the Johannesburg Magistrate's Court yesterday in connection with illegal possession of two Makarov pistols (140A) (211)

The case against them was postponed to June 17 and bail was extended.

Numsa said in a statement the "insensitive charges" (against the four) should be dropped.

NUMSA national organiser Alfred Woodington said the continuing trial was "a reason simply to harass Mayekiso", who had been arrested twice.

Woodington said Mayekiso obtained a Transkeian licence for the firearms after attempts to get an SA licence had proved unsuccessful.

He charged that police had refused to extend the validity period of the Transkeian license.

He also called upon government to set up a fund, which would be administered by the national peace accord structures, to pay for protection of national leaders

The fund could also be linked to a witness protection programme and other measures necessary in light of the recent plot to kill SACP chairman Joe Slovo, Woodington said

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Blast at colliery - union urges grassroots services

Star 18/6/93 (13)

Staff Reporter (12)

The Chemical Workers' Industrial Union (CWIU) of South Africa has called on its 45 000 members to hold nationwide commemorative services tomorrow to honour the 53 miners killed in a methane gas explosion at Middelbult Colliery, Secunda, last week.

The union's national executive committee has tabled a list of demands including

- Trade unions and their members have a legitimate interest

in negotiating health and safety issues. (ILOA)

- Workers must have the right to refuse to do unsafe work.
- An international commission of inquiry launched into South Africa's workplace health and safety legislation
- Government funding must be made available to raise health and safety standards

A Middelbult disaster fund has been set up. Deposits can be made at Nedbank's Gale Street, Durban, branch - account number 1381-353738.

Star 18/5/93

Miners slam rejection of probe into safety

Staff Reporter

140A

The National Union of Mineworkers has condemned a decision by the Government to overrule a request by the mining industry to appoint a commission of inquiry into mine safety

NUM acting general-secretary Kate Philip said yesterday that Mineral and Energy Affairs Minister George Bartlett "either does not know what is going on or does not care"

This followed a joint request in December by the union and the Chamber of Mines that the inquiry be held

"South Africa has the worst track record of safety in the world, and the last decade has seen the highest number of mining disasters in even our own history," Philip said

Other factors such as vibration, heat, chemicals and dust meant the industry had a high level of occupational diseases like tuberculosis, silicosis and pneumoconiosis

Legislation governing compensation for these diseases still discriminated against black workers who were paid a lower levy than white workers. Black workers hit by these diseases

also lost out on their pensions because they would be given a lump payment instead, she said

The Minerals Act laid down no safety or health standards for the mining industry, and they were thus difficult to enforce. Workers needed to be allowed to have a say in the safety standards which directly affected them, Philip said

"NUM challenges Bartlett to justify his response that there is 'insufficient evidence' of the need for an inquiry into health and safety in the mining industry when both labour and the Chamber of Mines agree the need is there"

Saccawu strikers injured, arrested

Sowetan 19/5/93

■ Checkers-Shoprite calls in cops to evict workers:

By Lindiwe Ngakane

MORE than 300 members of the SA Commercial, Catering and Allied Workers Union who staged sit-ins at various outlets of Checkers-Shoprite were arrested and others evicted yesterday.

And the management of Checkers-Shoprite are still refusing to comment on the strike by more than 10 000 Saccawu members which enters its eighth day today.

Saccawu spokesman Mr Jeremy Daphne said yesterday workers were evicted after management called in the police.

A spokeswoman for Checkers-Shoprite, Mrs Sarita van Wyk, said yesterday the company had "nothing

to say"

She said management would probably issue a statement after "assessing the whole situation"

A lawyer acting for Saccawu said 54 workers in Barberton sustained dog bites and sjambok injuries and 18 were hospitalised after police confronted striking workers.

A Far East Rand police spokesman said 85 people were arrested in Barberton and four "sustained normal scratches and wounds"

The sit-ins follow the termination of a recognition agreement between the company and the union. Saccawu negotiator Mr Jan Masemola said management had told the union the agreement was "outdated" and certain clauses ambiguous.



Police injured our members — union

140A ERICA JANKOWITZ
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) charged yesterday that police arrested and injured its members who tried to stage sleep-ins at certain Shoprite/Checkers stores on Monday night. **81 DAY 19/5/93**

Spokesman Jeremy Daphne said 19 Saccawu members were hospitalised as a result of the confrontation with police. Eighteen of these workers were employed in Barberton and one in Ridgeway.

Daphne said workers were teargassed, batoned and sjambokked by police, who had been called in by management to remove workers from the stores.

According to Daphne, the workers, who had remained in canteens after closing time, were "forcibly evicted from more than 20 stores, with more than 300 arrested on charges of trespass". He accused management of showing no concern for workers' safety after their eviction.

Shoprite/Checkers said no notice had been given of the proposed sleep-ins. That made it necessary for police to intervene in the interests of "hygiene and security in a foodstore environment".

"These ejections took place without incident and the company denies the union's claims of management brutality"

Police spokesman Col David Bruce said he was unaware of any police action against strikers. He said if the union had received such reports they should lay

□ To Page 2

Checkers **81 DAY 19/5/93**

charges or inform the police reporting officer of the incidents. Police were no longer issued with sjamboks, he said.

The incident came as the strike, called by Saccawu in protest against Shoprite/Checkers' unilateral termination of a recognition agreement and its attempt to install a joint bargaining forum between Saccawu and minority union, the National Union of Distributive and Allied Workers' Union, continued.

Shoprite/Checkers estimated that "less than a third of the 18 000-strong workforce" was taking part in the strike.

Saccawu estimated that 90% of its 10 000 members had joined the strike by yesterday. The union was planning pickets at a

140A □ From Page 1
number of stores and would hold marches "in various centres" on Saturday.

The union had also called on the national peace secretariat to monitor the situation.

Meanwhile, stores appeared to be operating normally yesterday. In Killarney, a lone worker attempted to collect money for "unfairly dismissed workers" outside the centre.

The only sign of the strike inside was a notice on the manager's booth "apologising for disruptions during labour protests"

"Things run much more smoothly when they're on strike," the manager said, indicating tills operated by workers from Strike Force, a company which provides temporary staff during industrial action.

Meeting to save education

A CRUCIAL meeting today between President F W de Klerk and ANC president Nelson Mandela will try to prevent the collapse of black education.

The meeting this afternoon in Cape Town is expected to discuss an impending national teachers' strike and a mass action campaign by pupils against the R48 matric examination fee.

In a new development yesterday, Cosatu announced its public sector unions and other affiliates would be mobilising in support of the teachers.

After a meeting with the SA Democratic Teachers' Union (Sadtu), Cosatu spokes-

~~325~~ KATHRYN STRACHAN ~~325~~

man Bheki Nkosi said that as all public sector employees faced government's 5% salary increase limit, they shared a common grievance with teachers.

Cosatu said the problems facing teachers were regarded as a priority, and it would set aside all other commitments to facilitate a settlement.

The union has also called for an urgent meeting between itself, Sadtu, De Klerk and the relevant Ministers.

However, Sadtu officials yesterday re-

To Page 2

Education ^{BIDAM 1915193}

fused to meet the National Education Department on the issue of the national strike, due to begin on Monday unless government gives in to teachers' demands. Department director-general Johan Garbers said Sadtu had indicated it had suspended all discussions with education departments and would be unable to accept the invitation. The move contradicted Sadtu's stated policy of negotiation, said Garbers.

But while negotiations between Sadtu and the state have stalled, other organisations are attempting to intercede.

An ANC western Cape delegation, led by Allan Boesak, will meet National Education Minister Piet Marais today. And after a meeting in Johannesburg with representatives of Sadtu and the National Education Co-ordinating Committee, the SA Council of Churches agreed to request a meeting with De Klerk before the end of the week.

~~325~~ ^(140A) From Page 1
Meanwhile, schools in Reef townships were deserted yesterday as pupils attempted to stage a march — banned by the chief magistrate — in central Johannesburg. The protest was averted when security forces blocked all routes into the city.

Cosatu said afterwards that in future it would not apply for permission to stage mass protests as this was futile. It urged pupils to march in their areas instead.

ANC Youth League spokesman Lulu Johnson told a news conference in Johannesburg his organisation would mobilise the youth "on a scale never seen before" to support pupils' demands.

In the western Cape yesterday, June exams at all Department of Education and Training (DET) schools were cancelled because of serious disruptions in the school calendar. The DET said far too many school days had been lost and, with the exception of matriculants, there was no point in writing the mid-year exams.

Homeland public sectors expand

BIDAY 19/5/93

CAPE TOWN — The number of public servants is dropping, although the decline is more than offset by an increase in the number of employees in the self-governing territories, the Commission for Administration has reported

According to the commission's annual report tabled in Parliament yesterday, 6,5% of SA's economically active population was employed in the public service on 30 September last year

The total number of public sector personnel stood at about 1,7-million. Of these, about 750 000 were employed by the public service and the rest were classified as "exchequer personnel"

The commission has jurisdiction over only 44,7% of the "exchequer personnel" which also includes those employed by the government services of the self-governing territories and parastatal institutions.

If these employees are included, then 14,5% of SA's economically active population was remunerated with public funds.

The report says during the period October 1991 to 30 September 1992 the number of people employed by central and provincial governments decreased by 12 000

TIM COHEN

But the staff complement of the self-governing territories increased by 19 211, mainly as a result of an increase in the number of teachers

The proportion of public servants within the economically active population decreased from 6,9% in 1991 to 6,5% last year.

This was because of a decrease in the number of public servants — down from 764 000 to 751 000 — and because of an increase in the size of the economically active population, which was estimated at 11,5-million

ERICA JANKOWITZ reports that Cosatu and representatives of public service unions met yesterday to discuss the proposed Public Service Labour Relations Bill

The unions insisted the Bill be passed during the current session of Parliament. Cosatu said the Bill would, however, have to be amended to bind both the unions and the public service to a process of compulsory arbitration in disputes as many categories of workers were defined as being in "essential services" and so precluded from striking.

Cosatu wants all workers to be covered by a single labour relations Act with the facility to differentiate between workers where necessary.

14011

NEWS IN BRIEF

Farmers demonstrate

A TRUCK was torched during a demonstration by farmers and businessmen against "selective business boycotts by the ANC" in Harding in Natal yesterday.

Five men were arrested during the protest which blockaded the town centre. The ANC, local action committee and other parties were meeting last night to try to solve the crisis.

ANC welcomes plan

THE ANC yesterday welcomed the funding of Eskom's electrification programme. The programme was announced jointly by Eskom and the Life Offices Association on Monday. "We welcome any such funding, provided it is properly discussed and negotiated with local communities," spokesman Carl Niehaus said.

Hospital strike

THE National Education, Health and Allied Workers' Union (Nehawu) yesterday threatened to spread its industrial action campaign at the Johannesburg's Garden City Clinic to all Clinic Holdings' hospitals. The union said if management maintained its intransigent approach, the union would launch a national strike.

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We'll call for strike Star 19/5/93 overseas, warns union

By Paul Bell
Labour Correspondent

140A
As the Shoprite/Checkers strike entered its 11th day yesterday, the SA Commercial, Catering and Allied Workers' Union tried to increase pressure on the group by having its international secretariat warn holding company Pepkor of possible action against a chain it owns in Scotland

But Shoprite/Checkers, breaking silence for the first time since the action began, claimed that fewer than 6 000 workers were on strike and that most stores were trading "with only occasional and temporary disruptions"

It confirmed that 2 000 workers had been locked out, but that only three stores — in Mdantsane, Kagiso and Madadeni — had been closed "because of high levels of intimidation and in the hope of avoiding violence" in those communities. It repeated its assertion that

it would not cave in to Saccawu and called on the union to "enter bona fide negotiations to end the dispute".

In other developments, Saccawu

● Called on the National Peace Secretariat to intervene in the dispute after a night of clashes between policemen and protesting workers at Shoprite/Checkers stores in several Transvaal towns. The NPS counselled both sides to proceed with restraint

March planned

● Formally approached the SA Clothing and Textile Workers' Union to support its action. A Sactwu source has indicated that the union would offer such support if it felt Saccawu's action was in defence of basic trade union rights

● Announced a workers' march in Johannesburg on Saturday.

Saccawu members in Shoprite's employ have been on strike and conducting sit-ins at more than 160 stores as a result of management's refusal to reinstate a recognition agreement it unilaterally terminated

after negotiations on a new agreement broke down

Union spokesman Jeremy Daphne said Saccawu's international trade secretariat, the International Federation of Commercial, Clerical, Professional and Technical Employees, had written to Pepkor chief executive Christo Wiese, and to Shoprite personnel director Callie Burger, calling on them to reconsider their position — or else face the possibility of industrial action against the Your-More-Store chain, a subsidiary of Pepkor's in Scotland

Picketing and protests continued at many stores yesterday, and 64 workers were arrested at four stores on the Witwatersrand on picketing-related charges.

Workers attempted to hold sleep-ins at a number of stores. Police evicted workers from 20 stores and arrested, but later released, more than 300 on charges of trespassing

The union also claimed some workers had been teargassed and beaten.

Management has denied the union's claims of brutality

Unions meet on plan Star 19/5/93 to start mass action

Labour Correspondent

Representatives of six Cosatu-aligned public sector unions met yesterday at the offices of the SA Democratic Teachers' Union to consider mass action aimed at forcing the Government to reconsider its 5 per cent wage offer. (25th)

The plan for mass action was announced a fortnight ago but there are signs it may not get under way for a month. The teachers' strike action is scheduled to

begin next Monday.

Post Office and Telecommunication Workers' Association general secretary Mlungisi Hlongwane said members of his union would march through Johannesburg today. (UOA)

The National Education, Health and Allied Workers' Union's Neal Thobejane said the wage increase was due to take effect on July 1, allowing time during June for the Government to act. This would be "the decisive month", he said.

'ANC acting like Mats' — Cosatu leader

South 15/15 — 19/5/93

(1409)

By Quentin Wilson

COSATU regional secretary Mr Jonathan Arendse has criticised the ANC for "starting to act like

the NP government". Referring to the ANC's call made earlier this week for students to return to school, Arendse said the ANC was

wrong to make the call "without promising pupils a real change in their education system," Arendse said "Personally, I believe pupils

should go back to class, but then the ANC should also provide a programme that will bring about real change." "At the moment the call is being made in a vacuum. So far, negotiations are carrying on indefinitely with little evidence of real progress being made.

Liberation movement

"For the ANC to tell pupils they have 'made their point' and should now return to class is more a government response than a worthy response of a liberation movement," Arendse said.

ANC spokesperson Mr Carl Niehaus said in response, "The call for pupils to return to school was not only made by the ANC, it was jointly decided by the ANC and the majority of teacher, pupil and parent organisations.

"In that sense, we did not act like the government, we properly canvassed the views of other concerned groups before we came to a decision.

Strategy

"Whether or not our programme properly resolves the crisis is a question of strategy and therefore up for debate."

Cosas, however, is not about to cool off its campaign for an end to exam fees and free education for all in response to appeals from the ANC.

"We are not a liberal organisation

concerned with soft positions and strategies — we are a revolutionary organisation fighting a war," Cosas executive member Mr Vuyiso Tyhalsisu said.

"Whatever discussions we have with other organisations, we are not prepared to compromise our militancy.

"They are welcome to make their contributions to our struggle in the way which they see fit, but our programme will remain unchanged."

Tyhalsisu spoke out strongly against ANC Western Cape chairperson, Dr Allan Boesak, who condemned the violence arising from Cosas's campaign.

Irresponsible

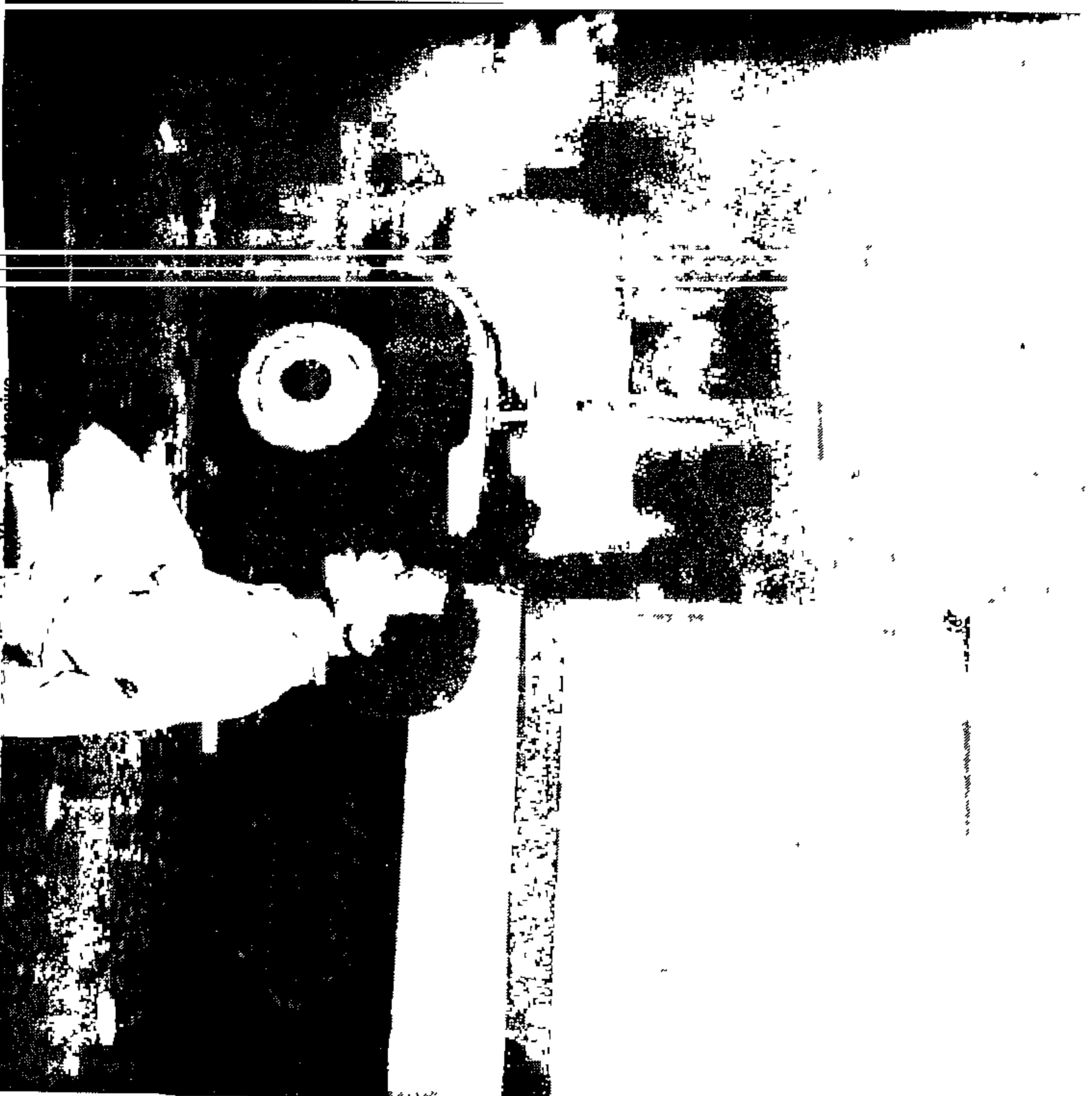
"Elements in the ANC, particularly Dr Allan Boesak, are being irresponsible in the way they are commenting on our campaign

"Boesak's remarks are not typical of what we expect from a radical revolutionary movement like the ANC.

"Students have been a little bit demoralised by what he said."

Cosas reiterated its demand that the Department of Education and Training scrap exam fees, and called on students to occupy unused schools to hold classes there

Cosas asked students at tertiary institutions and teachers to support its campaign.



need for materials in Xhosa
The successful candidate should have first and foremost, planning and co-ordinating skills

CASHVAN SALES
• Male or Female

Cosatu, five unions back teachers' strike

By Paul Bell
and Phil Molefe

As prospects of averting Monday's planned nationwide strike by 80 000 teachers dimmed yesterday, the Congress of South African Trade Unions undertook to place its full weight behind the action, and five other unions representing another 120 000 public sector workers continued to mobilise in the wings.

That teachers will strike appeared almost certain yesterday when the South African Democratic Teachers' Union (Sadtu) announced its withdrawal from all meetings with the departments of National Education and of Education and Training, to

focus on its strike plan.

"The union will be prepared to negotiate only when tangible results can be achieved out of such negotiations. Sadtu is not interested in a talk-shop," said Sadtu assistant general-secretary Thulas Nxesi.

President de Klerk and

● Light at end of tunnel
— Page 9

ANC president Nelson Mandela discussed the crisis for 5½ hours last night and announced that they would continue talks today — probably in the Transvaal.

ANC sources were optimistic that the two leaders were moving towards an agreement.

Meanwhile, five other Cosatu-aligned public-sector unions were yesterday continuing with plans to mobilise another 120 000 workers.

All told, six unions — including teachers and other workers in education, health, the Post Office and Telkom, municipalities, the police and prisons — have announced plans for mass action aimed at forcing the Government to reconsider its 5 per cent wage freeze.

The unions also demand that the Government stop cutting jobs where these affect the delivery of services to communities, cease its "unilateral restructuring" of the public service, and grant to public sector workers the

● To Page 3

Cosatu, unions support strike

● From Page 1

same dispute procedures and strike rights accorded in the private sector.

Cosatu spokesman Neal Coleman told The Star the congress believed the Government had it within its power, financially and politically, to address the grievances of the teachers — and the other public-sector unions — and avert a strike.

National Education, Health and Allied Workers' Union spokesman Neal Thobejane confirmed after a meeting of public-sector union representatives in Johannesburg that the other five unions would "plug in" if Sadtu went on strike.

He said the public-sector wage increase was due to take effect on July 1, allowing time during June for the Government to act. This would be "the deci-

sive month"

Meanwhile, Post Office and Telecommunication Workers' Association general-secretary Mlungisi Hlongwane has indicated that Potwa, while still mobilising for action, is fairly well advanced in its planning.

Potwa members presented demands to Post Office officials in Johannesburg yesterday.

After their meeting, De Klerk and Mandela issued a brief statement saying talks would continue today and a statement would be issued afterwards.

ANC sources said the entire range of problems in education had been discussed.

The education crisis was at the top of the agenda at the Westbrook meeting.

● The Star's Lowveld Bureau reports from Bethal that a regional inspector of the Depart-

ment of Education and Training was held hostage on Tuesday morning by about 1 200 pupils who demanded that he refund their exam fees.

Police said a Mr Koti was allowed to leave after about four hours after failing to get money from a bank and assuring the students that he would "work on the problem".

● Sapa reports that ANC Natal Midlands chairman Harry Gwala yesterday called on SA Students' Congress members to learn how to handle firearms, saying that if talks failed, the students should negotiate through the barrel of an AK-47.

● Parents at Grandmore Primary School in Phoenix, near Durban, occupied the school yesterday and barred teachers from school property unless they were prepared to teach

lets ● Checkers row smoulders on

Bosses ready to talk

Savetani 21/5/93

■ Union won't accept condition and threatens to intensify strike:

By Joe Mdhlela

1409

SHOPRITE-Checkers has declared its willingness to negotiate a settlement with the South African Commercial Catering and Allied Workers Union to end the two-week-old national strike.

However, the company made it clear they are not prepared to agree to something which they could not honour in good faith.

"This, together with the fact that negotiations with the union have continued on a wide range of other issues, indicate that the current strike action appears totally unnecessary," a spokesman for the company said.

The spokesman said his company was willing to enter into talks "in an attitude

of compromise and flexibility".

He said the strike was as a result of the union's insistence that the company reinstates a recognition agreement terminated by the management in 1992.

Saccawu spokesman Mr Jeremy Daphne said the strike would be intensified, with workers engaging in picket protests throughout the country.

Daphne said scores more than 10 000 union members had been harassed and picketers arrested.

He alleged that the store continued to undermine the strike action by employing scab labour, including prisoners.

"In Potchefstroom, prisoners are being used," Daphne said. He said the union had mobilised international support for the strike.

Strike-hit shops use prisoners, says union

(140A) ERICA JANKOWITZ ~~STAFF~~

SHOPRITE and Checkers stores were using prisoners and workers from labour brokers during the current strike action by about 10 000 members of the SA Commercial, Catering and Allied Workers' Union, union spokesman Jeremy Daphne alleged this week. "In Potchefstroom prisoners are being used in the back area of the store," he said.

He said the union believed it had "no option but to intensify its strike action" at Shoprite/Checkers stores countrywide because of the company's refusal to agree to "the union's offer of mediation".

Daphne said the union was planning marches in major centres tomorrow to present memoranda to selected stores' management. Pretoria, Johannesburg, Durban and Cape Town are among the centres targeted for marches "to demonstrate against Pepkor's recalcitrant and confrontational attitude".

He said during the week union members intensified their picket protests which were being staged "in most regions" B10AM 2115793

About 50 picketers outside the Hillbrow, Kagiso, Bryanston and Pretoria stores were arrested for holding illegal gatherings, he said. Also, workers picketing outside the Yeoville outlet were threatened with arrest by management, Daphne said.

Strikers outside the Bryanston and Jules street stores were told they had been placed on an "AWB hit list", Daphne said.

Meanwhile, management has locked workers out of more stores in the Witwatersrand, eastern Transvaal and Free State regions, Daphne said.

Solidarity action was expected both locally and internationally, Daphne said. Cosatu's alliance partners were expected to initiate some action. Also, Pepkor's Scottish chain store would "initiate solidarity action".

Shoprite/Checkers could not be contacted for comment.



WE STRIKE-RITE: Saccawu workers stand up for their rights outside the Sea Point branch of Shoprite
 Photo. Yunus Mohamed

Sit-ins and teargas, just up your street

Soweto 22/5 - 26/5/93

By Edwina Booyen

Shoprite and Checkers workers occupied stores and conducted sleep-ins nationwide on Monday night.

The action was part of a strike by members of the South African Commercial Catering and Allied Workers Union (Saccawu) employed by the supermarket chain. (140A)

In Johannesburg, workers were hospitalised after police teargassed, forcibly evicted and allegedly assaulted demonstrators.

In the Western Cape, six union members were arrested in Grabouw on Tuesday after confrontations with police when workers were locked out of stores

Last week Saccawu members marched to the Shoprite/Checkers head office in Parow to deliver a memorandum.

On Tuesday they held a picket in Sea Point.

The strike, which began last Wednesday and involves 10 000 workers, was a result of Shoprite/Checkers management cancelling the recognition agreement with the union, said Saccawu national coordinator Mr Jeremy Daphne.

Daphne said Shoprite/Checkers management argued that the old disciplinary procedures did not fit the new management structure.

Saccawu wanted to negotiate new clauses to be added to the agreement without scrapping the old

one. "While we were still negotiating retrenchments, the company refused to withdraw the cancellation of the recognition agreement. The union declared a dispute," Daphne said.

Union members voted in a national ballot to take strike action.

In a statement issued by Shoprite/Checkers the company said it is committed to negotiations, but "would not be intimidated into agreeing to something which it cannot honour in good faith".

"Ejections from stores where strikers were holding sleep-ins took place without incident and the company denies the union's claims of police or management brutality," the statement said.

'Hi-tech will stop mine disasters'

City Press 23/5/93

140A

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By DAN DHLAMINI

NUM blames mine bosses for the tragedy at Buffelsfontein, Vaal Reefs and Middelbult Colliery where more than 60 lives were lost in six days

In an interview this week NUM media officer Jerry Majatladi told City Press it was discouraging that "preventable mine accidents" still claimed lives of workers in SA

Technology

Majatladi, who this week returned from abroad where he attended seminars on mining safety, said the local mine bosses could introduce computerised technology which could detect potential dangers such as seismic pressure or high methane gas build-up

He said the equipment

NUM attacks management for deaths underground

was costly, but could effectively prevent loss of life and would increase production

"The mining industry owners seem to be interested only in profit and neglect the safety and welfare of mine workers, who are mostly black

"We have called upon the mining bosses and the government to establish an internationally recog-

nised mining health and safety commission which would monitor mine safety, but we have not received any positive response," said Majatladi

Majatladi was responding to the most recent accident at Buffelsfontein where a seismic event (severe earth tremor) has so far claimed two lives with four men still missing, after 16 workers were

trapped about 2000 m underground at the Strathmore shaft near Stilfontein

By Friday, four workers were still missing after rescue workers retrieved the body of a worker

'Notorious'

Responding to NUM's allegations, Gengold spokesman Andrew Davidson said an earth tremor was a natural phenomenon and the Western Transvaal was notorious for its seismic seizures

Last Thursday 53 mine workers died at Sasol's Middelbult Colliery when methane gas exploded underground - amid rumours that mine officials had been warned of the impending danger

On the same day, five mine workers died following a rockfall at Vaal Reefs mine after being buried in a rockfall

Police disperse Hillbrow protesters

THE South African Police on Saturday dispersed more than 200 workers who were protesting in Hillbrow against Shoprite/Checkers' management decision to terminate its recognition agreement with the SA Commercial, Catering and Allied Workers' Union.

Confirming the incident, police spokesman Major Eugene Opperman said the gathering and march to the

■ Union claims 14 injured in 'unprovoked' action by SAP:

Checkers supermarket in Pretoria Street was illegal as no official permission had been obtained by the organisers.

"Police duly warned the leaders and the marchers that they should disperse peacefully. This warning was ignored and police with dogs were forced to move in and disperse the

group. One man was arrested during the action," said Opperman.

However, Saccawu spokesman Mr Jeremy Daphne said the police action was unprovoked.

"After workers handed over a memorandum to management, the police set dogs on them, injuring 14 workers. Teargas was also released."

Strike set Star 24/5/93 to spread,

Checkers warned

By Paul Bell
Labour Correspondent

The Shoprite/Checkers strike enters its 17th day today with indications that other unions could be called on to support the action if management does not respond within 72 hours.

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne said Cosatu had given the chain "72 hours to respond favourably to the union's demands, or the federation will engage all its affiliates in the dispute".

And in Hillbrow, Johannesburg, on Saturday ANC Youth League president Peter Mokaba, who attended a demonstration by Saccawu members outside the local Checkers branch, pledged the support of his organisation for the strikers.

"We will support any community action and shut down Checkers, if it comes to that," he is reported to have told several hundred Saccawu members.

The action began on May 8 in an effort to persuade the chain's management to reinstate a nine-year-old recognition agreement which management claims is outdated and inappropriate to conditions in the group since the Shoprite/Checkers merger more than a year ago.

The union claims management is trying to force it to accept joint wage bargaining with a minority union, the National Union of Distributive and Allied Workers.

NUMSA's 1993 demands to the national bargaining forum of the motor manufacturers may well provide a blueprint for the future of wage negotiations in SA.

The demands are not, as has been reported, either moderate or insignificant. They do not indicate an acknowledgement by the labour movement that it is now destined to play a secondary role in society given that the political arena is no longer exclusively its domain. Nor do they reflect the structural economic weakness of the various industrial sectors in which Numsa seeks to improve working conditions.

Numsa prefaces its proposals by stating that it believes fundamental change is required in a negotiating relationship between employers and unions in the industry.

The union believes the basis of this relationship should be a set of broad objectives to restructure the industry for modernisation, world class manufacturing, job creation, employment security, human resource development and development of domestic and export markets.

Numsa then goes on to submit proposals for an integrated package of change to all segments of the industry which it seeks to conclude by June 30 1996.

The first set of proposals entitled "Wages, grading, skills and training, work organisation" holds few surprises. The concept of flattening the pay curve within companies is articulated through demands for the current differential between minimum rates and artisan rates of pay to be reduced from 50% to 20%. The whole issue of differentials within and between pay structures is the meat and drink of any industrial relations system. In SA terms it has possibly taken second place to the campaign for a living wage. However, with increasing emphasis on removal of discrimination, equal pay for work of equal value and redistribution of wealth, Numsa is highlighting a key ratio which will be used in future by many Cosatu unions

Numsa proposals a blueprint for wage negotiations

PAT STONE

3/DAY 25/5/93.

With artisans remaining a relatively scarce resource, the unions can be assured that this will remain a highly convenient benchmark on which to establish wage ratios for their unskilled and semi-skilled members, who, if it was left exclusively to market forces, would be experiencing severe cutbacks in real earnings. The priority for the protection of real earnings is also demonstrated by Numsa's proposal for a 15% increase in real wages over the three year period to 1996.

Finally, on the pay issue, Numsa proposes that within three years all motor manufacturers should be paying the same wages per grade. To raise rates to the levels enjoyed by Mercedes-Benz workers would have differing implications from manufacturer to manufacturer. However, the principle of equal pay for work of equal value throughout an industry appears to be a principal Cosatu objective and will present employers with severe difficulties.

Employers will argue that to achieve world class manufacturing they must be free to control their own labour costs. The unions, in turn, will argue that competitive advantage should not be at the expense of worker exploitation but rather in the realms of better designs, working

methods and marketing. Numsa proposals do, in fact, recognise the need for changes to work organisation. They also acknowledge that such changes need to be negotiated and agreed at plant level. However, they believe that such changes should be negotiated only within the principles that all cost savings resulting from those changes should be applied collectively at plant level to all employees. Also, says Numsa, all changes in work organisation should be based on the principle of worker empowerment linked to a recognition of skills and matched by a process of skill development and flattening of management and supervisory structures.

In the quest for improved efficiency, Numsa quite rightly concentrates on the whole issue of training and development of the human resource. Proposals for the industry training board to conduct a skills audit of the industry, the pooling of training resources and a clear definition of skills standards for each grade level, can only contribute to the planned development of human capital.

However, Numsa envisages that, once skills standards have been formulated by the training board, all workers will be entitled to a skills assessment based on the broad band-ed skills agreed and be accredited accordingly. This is not an unreasonable proposal. Numsa, not surpris-

ingly, argues that workers should not be downgraded if skills assessments prove that they are lacking in the agreed skills, and proposes instead that they be given required training.

Of more concern to employers is the proposal that workers who have skills in excess of their grade, and who meet the agreed standards for a higher grade, be automatically upgraded and paid accordingly. This is linked to a proposal that workers be entitled to training — which would mean automatic improvement in their pay whether or not their new skills were being used.

While employer outrage is predictable, some deep thinking needs to be done to ensure that financial motivation accompany a skills upliftment programme.

Numsa and Cosatu philosophies on the procedural issues of bargaining units, bargaining structures and union membership are likely to strain relationships with employers the most. The Numsa proposals include a demand for the widening of the national bargaining forum to incorporate the motor component, vehicle body building, bus building and tyre sectors. Given the existing strains over national bargaining, such a proposal appears light years away from employer thinking.

Numsa proposals also incorporate various methods in which to increase the union's sphere of influence. These are merely proposals. Nevertheless, they are well thought out, cohesive and clearly identify the style and nature of the industrial society the trade union and movement wishes to create.

Employers would be well advised to consider such philosophies and thinking in developing their own strategies as they seek to develop an acceptable face of capitalism against the major political change in the society in which they operate.

□ Stone is senior partner at Andrew Levy and Associates. This is an edited version of an article in the latest edition of IR Data.

□ Simon Barber is on leave until mid-June.

Wage talks on mines start

Sowetan 25/5/93

■ Chamber opens negotiations with four percent offer:

THE Chamber of Mines opened this year's wage negotiations with the National Union of Mineworkers yesterday with a four percent offer for gold and coal miners (140A) (C)

NUM demands a 20 percent increase on gold mines and a basic wage of between R900 and R1 000 for coal miners (217) (C)

The union has apparently decided to

press for an industry-wide agreement and rejected attempts by the chamber to continue negotiating individual agreements on certain mines (217)

According to a source close to the talks, yesterday's three-and-a-half-hour round ended with the chamber having to go back to the Randgold, Gengold and Anglo-Vaal groups to secure wage mandates from 10 mines which had not made

offers available to the chamber negotiating team

The union presented its demands a month ago

A union source said NUM was certain the chamber would be seeking, as it did last year, a "single-digit settlement"

This, the spokesman said, would be unacceptable.

Checkers dispute might go to mediation

THE SA Commercial, Catering and Allied Workers' Union and Shoprite/Checkers are exploring the possibility of calling in mediators later today in a bid to resolve a two-week strike over the company's termination of a recognition agreement

A company spokesman said indications were that the union was prepared to abandon its demand for unconditional reinstatement of the cancelled agreement

The company was awaiting formal confirmation of this and hoped settlement of the dispute would follow, he said

Union spokesman Jeremy Daphne said strikers were getting support from com-

ERICA JANKOWITZ

munities such as in Grabouw, where residents staged a demonstration outside the store at the weekend.

He said members were mobilised and determined to carry on with the strike if necessary

Meanwhile, Cosatu spokesman Neil Coleman said the federation had thrown its weight behind the strike through its affiliates and regional structures.

Cosatu had canvassed structures and advocated that stores be boycotted, and was exploring solidarity action in Pepkor subsidiaries

Blom 25/5/93

(COA)

(SE)

NUM, chamber meet on wages

BIDAM 25/5/93
THE NUM and Chamber of Mines met for the first round of their 1992/3 wage negotiations yesterday with the chamber offering a 4% increase on gold mines in response to a 20% to 25% demand from the union.

On coal mines the offer ranged from R18 to R23 for Category 1 workers — also about a 4% increase.

The negotiations started against the backdrop of a rising gold price and high mine accident statistics. A chamber spokesman said the chamber had responded to the union's long list of proposals, but had not entered substantive discussions.

The NUM proposed minimum cash wages of R900 and R1 000 a month for surface and underground workers respectively, increased holiday leave allowances and service increments, employer provident fund contributions to be brought in line with the industry pension fund and the provision of permanent health insurance for workers.

Health and safety issues were a priority after a bleak week during which more than 60 mine workers died in three separate accidents.

The NUM is pushing for a comprehensive national occupational health and safety agreement and an improved income security agreement.

The union proposed a social plan for restructuring the industry, based on a negotiated national framework for downscaling.

The NUM also made extensive demands for training on the job and in literacy, and for the implementation

190A
of an agency shop.

NUM assistant general secretary Marcel Golding said the chamber had agreed to discuss the issues of service increments for certain categories, adult basic education and the social plan, but had rejected all other proposals out of hand.

He said the chamber had not tabled offers from certain mines — such as marginal mines in the Randgold and Gengold stables — saying they did not have mandates from these members. Golding said the union rejected this as the chamber was the official bargaining agent for these mines and therefore could not abdicate the responsibility.

He interpreted the NUM's stand as an attack on centralised bargaining. It was therefore unacceptable. The chamber agreed to table offers at the meeting today, he said.

On the issue of profit sharing, Golding said the union was pressing for all mining houses to introduce some form of scheme, but thought this would be an uphill battle with Gold Fields of SA and JCI.

He said the chamber had agreed to form a working group to deal with health and safety issues in depth.

The union claimed the outcome of the negotiations would affect more than 200 000 NUM members in the gold and coal sectors.

The chamber represented 28 active mining members in the industry.

They were scheduled to meet again today and tomorrow.

ERICA JANKOWITZ

Supermarket
25/5/93
strike talks

in the offing

By Paul Bell
Labour Correspondent

Mediation is expected to begin today between the strike-hit Shoprite/Checkers group and the SA Commercial Catering and Allied Workers Union (Saccawu).

This emerged last night as the strike by between 6 000 and 10 000 Saccawu members employed by the chain ended its 17th day. The strike was sparked by management's termination of a nine-year recognition agreement.

Strike action had been escalating since May 8, with the union claiming widespread and growing community support and threatening a consumer boycott.

Saccawu spokesman Jeremy Daphne said last night "My understanding is that both parties are exploring the possibility of mediation on Tuesday. It is apparently under discussion now but there has been no definite confirmation."

Shortly afterwards a company spokesman said "There are indications that the union is prepared to abandon its demand for the unconditional reinstatement of the recognition agreement."

Mines offer NUM

4 pc pay increase

By Paul Bell
Labour Correspondent

The Chamber of Mines opened this year's wage negotiations with the National Union of Mineworkers (NUM) yesterday with an offer of four percent for gold and coal miners — considerably short of the unions' demand for a 20 percent increase on gold mines and a basic wage of R900-R1 000 for coal miners.

The union, which represents half of the mining industry's 400 000 workers, has apparently decided to press for an industry-wide agreement, and rejected attempts by the chamber to continue negotiating individual agreements on certain mines.

A source close to the talks said yesterday's 3½-hour round ended with the chamber having to go back to the Randgold, Gengold and Anglovaal groups to secure wage mandates from 10 mines which had not made offers available to the chamber negotiating team. They were expected to be secured in time for today's session.

The union presented its de-

mands a month ago. A union source said NUM was sure the chamber would be seeking, as it did last year, a "single-digit settlement" but NUM would hold out for "double figures".

This year's round takes place in the context of a significantly improved situation on the gold mines, due partly to rationalisation and below-inflation wage settlements over the past two years. Labour accounts for up to half of costs, and the union has adopted a pragmatic approach to wage settlements in an effort to save jobs.

But the gold price's \$40 surge in the past month comes at a difficult time for the chamber's negotiators.

Mining analyst Duncan Ingram of stockbrokers Irish and Menell Rosenberg suggested that the higher gold price might put NUM under pressure from its membership not to accept another low settlement.

NUM characterised the 1992 round as its "worst result" yet, with average wage increases of five to nine percent, but profit-sharing schemes allowed some workers to show gains of several percentage points more.

This year's demand is much the same as last year's: on gold mines, a minimum 20 percent

increase in basic wages, on coal mines a national minimum cash wage of R900 for surface workers and R1 000 for underground and opencast workers, excluding food, accommodation and medical care.

Other economic demands include a month's paid leave, service increments of up to 12,5 percent, increased employer contributions to the Mineworkers' Provident Fund and improved pension benefits.

Non-economic demands include five days' training leave for NUM officials and the establishment of an "agency shop" — a controversial measure involving a one percent pay deduction from the salaries of non-union members to ensure they do not get a "free ride" on wage and other concessions to the union.

The approximately 200 fatalities on the mines in recent weeks will also give impetus to NUM's demand for an industry-wide health and safety agreement as well as full disclosure to regional union officials in the event of accidents.

NUM will also be seeking agreement on its "social plan", designed to ease the circumstances of workers adversely affected by long-term changes in the industry.

Star 25/5/93

140A

(21)

Thursday May 27 1993 SOWETAN

NEWS FW says swoop was a normal police action ●

Cops charge PAC men

Sowetan 27/5/93

By Themba Molefe, Ismail Lagardien and Sapa

FOUR of the 73 Pan Africanist Congress leaders arrested on Tuesday had been charged with illegal possession of ammunition. Police Commissioner General Johan van der Merwe said last night

Speaking on SABC's *Agenidā* programme, Van der Merwe also said five members of the PAC's national executive council were still in custody

He said of the 73, 19 had been released by last night

Meanwhile, a special debate among negotiators at the World Trade Centre tonight will decide the future of the talks following the police crackdown

The session of the 26-party negotiat-

■ **Hernus Kriel** expected to explain Tuesday's crackdown:



ing council is expected to hear an explanation by Law and Order Minister Mr Hernus Kriel after Government negotiators had denied any prior knowledge of the PAC raid

The meeting coincides with PAC president Mr Clarence Makwetu's announcement yesterday that the organisation would not continue to participate in the talks until 73 PAC members, including seven national leaders, had been released and the "regime" had apologised publicly for its actions

Addressing a Press conference in Johannesburg, Makwetu also demanded the return of confiscated PAC property

Makwetu said the PAC national ex-



ecutive committee would meet to decide on the PAC's future in negotiations

"Should the demands be met, the organisation would return to the negotiation table. Until a decision was reached by the NEC or until the demands were met, the PAC would not be returning to the talks," he said,

In Cape Town, President FW de Klerk told Parliament: "My approval (of the arrests) was not sought, because it was a normal police action

"I have since been informed that the police have apprehended people because of *prima facie* evidence and because of reliable information which tie up the whole effort to specific crimes"

Shangaans and Xhosas battle it out

Faction fighting claims seven lives

Sowetan 27/5/93

■ **Claim** — management won't integrate ethnic groups:

Shangaans and Xhosas

The management of Anglovaal, who own the mine, was locked in a meeting yesterday with officials of the National Union of Mine Workers. They will issue a statement later

Num spokesman Mr Jerry Majaliadi said the mine's management should be held responsible for the tragedy

He said the Num had fought hard to have miners of different ethnic groups integrated in the hostels but management had refused

"We pointed out to management that miners worked harmoniously underground and said this showed that they would live in peace on the surface"

By Ike Motsapi and Sapa

SEVEN miners were killed and 60 injured when faction fighting erupted at Hartebeesfontein Gold Mine in the Western Transvaal on Tuesday night

Of the 60 injured, seven are being treated at the Rand Mutual Hospital in Johannesburg and in a serious condition. Another 46 of the injured are being treated at the Hartebeesfontein Medical Station in Sullfontein

Western Transvaal police spokesman Captain Fred Williams said yesterday the fighting broke out on Tuesday night

He said police were still trying to establish the cause of the fight between

Wage talks postponed

THE third round of the NUM/ Chamber of Mines wage talks, scheduled for yesterday, was postponed until next week for the union to get a new mandate from members after the chamber's "disappointing opening offer".

NUM assistant general secretary Marcel Golding said the NUM's negotiating team would hold regional report-back meetings this week (140A)

B/DAJ 27/5/93



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Ray of hope on education front

12/15/93

2/15 - 27/5/93

140A

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RESOLUTION of the education crisis hung in the balance yesterday as crucial eleventh-hour talks between President FW de Klerk and African National Congress president Nelson Mandela continued late into the day at a secret Transvaal venue.

Hopes of averting Monday's planned nationwide strike by 80 000 teachers and the intensification of student mass action dimmed and brightened in turn amid a total news blackout on any progress made.

Just how finely balanced was the outcome was made clear by Education and Training Minister Sam de Beer's resort, on the day the talks began, who applied for a supreme court interdict against the South African Democratic Teachers' Union to prevent teachers in black schools from striking.

"It's a red rag to a bull," Sadtu general secretary Randall van den Heever said yesterday. "Given the state of relations between teachers and the Department of Education and Training, teachers will defy it just because the DET has brought the action."

The application — for an order declaring the strike illegal, forbidding teachers in DET schools from striking and restraining Sadtu from encouraging them to do so — is to be heard in the Rand Supreme Court today and would be opposed by the union, Van den Heever said.

Indications that Mandela's intervention to break the impasse and clear the way for talks between education authorities and teachers and students could succeed came yesterday morning.

A source close to the talks said Finance Minister Derek Keys had been called in — presumably to discuss the budgetary implications of accommodating teachers' demands to reopen negotiations on their five percent wage increase and the students' call for R48 matric exam fees to be suspended.

Expectations that the government would also move on the key demand of a national education forum to address the immediate crisis and consider the long-term restructuring of education were bolstered by indications that a meeting between government, educational and political bodies, education providers and the private sector had been scheduled for today.

Government concessions on education demands could draw off steam rising from public service unions — which have given the government until the end of the month to reopen negotiations on their demands before launching a full-scale programme of mass action.

As 80 000 teachers — backed by public sector workers — threaten to strike and students plan mass action, FW de Klerk and Nelson Mandela attempt to douse the fire under the boiling education pot.

By GAYE DAVIS

Announcing this week it would throw its weight behind the teachers' strike, the Congress of South African Trade Unions said it was continuing with plans to mobilise about 120 000 workers in five public sector unions to force the government to reopen negotiations on its five percent wage freeze and unilateral restructuring.

The unions — including health, post office and telecommunications, municipal, police and prisons workers — want the government to stop cutting back service providers' jobs and instead look to rationalising its own burgeoning bureaucracy. At the same time, they want public sector workers to be given the same dispute-handling procedures and right to strike enjoyed by private sector workers.

Unless the government indicates a willingness to talk around the issues, it will have little success in keeping the lid on workers' simmering dissatisfaction.

Cosatu publicity officer Neil Coleman said "All the issues can be negotiated. But by saying no to negotiations, the government leaves people with no option but to take action."

"What's causing anger is that it is the providers of services, such as teachers, who are being cut back — and not the apartheid bureaucracy. This affects workers directly, but communities are even harder hit where health, education and other services are cut back."

"We're prepared to negotiate on restructuring — but it must be directed at the bureaucracy and not service providers."

Public sector union demands around wages reflect a concern with the same issues raised by teachers: about 30 percent of the country's teaching corps, some 91 000 teachers, earn less than R800 a month.

The majority of Sadtu's membership comprise African teachers, many of whom would fall within this wage bracket.

In a caucus between Sadtu and Congress of South African Students this week, student leaders insisted they would continue their campaign in the



Waiting for marching orders ... Police in Johannesburg were on standby for a student protest that failed to materialise.

Photo LUANNE CADD

event that their demands — but not teachers' — were met.

Some 2 300 teachers in schools run by the House of Representatives have already applied for early retirement, leaving education authorities with just 900 more posts to axe to meet their target of cutting back by 3 200 posts. But Sadtu's position was that it was

opposed to retrenchments in principle, Van den Heever said. "The country needs teachers and newly qualified teachers need posts."

He accused De Beer of acting in bad

faith by using the courts to try to prevent teachers from striking. "Draft legislation for teachers, which includes teachers' right to strike, has been completed by a working group representing national education and teacher organisations," he said.

"The DET was part of those meetings and had accepted that teachers should have the right to strike," he said. "All the court action does is fuel the anger and frustration — the DET can't just try to keep a lid on a boiling pot, it must try to put out the fire under it."

NEWS Union invites support for strikers

Workers appear on charges of trespassing

Sowetan 28/5/93

■ Appearance follow demonstrations by Checkers-Shoprite members of Saccawu in Durban this week:

TWENTY-THREE striking Checkers-Shoprite workers appeared in the Durban Magistrate's Court yesterday on charges of trespassing

Mr Ernest Zulu and 22 fellow workers were arrested this week on Checkers' premises in Durban after picketing and demonstrating.

The workers have been taking part in a country-wide strike by about 10 000 members of the South African Commercial, Catering and Allied Workers Union which began this week.

They appeared before Mr K McIntosh and were released on warning until June 10 for the senior public prosecutor to consult with Saccawu's legal representatives

A legal officer of Saccawu, Mr Ronny Pather, said the strike was about the withdrawal of the recognition agreement between Saccawu and Checkers-Shoprite

Meanwhile, the strike which enters its 20th day today, continued yesterday after Saccawu and the management of Checkers-Shoprite failed to reach agreement on the company's recognition of the union

In a statement issued yesterday, Saccawu

said industrial action would be intensified after attempts to resolve the dispute through mediation had failed.

The union also claimed "arrests and harassment of picketers by management and the police continues at many stores".

Saccawu said it was waiting for Checkers-Shoprite to reconsider its position regarding the reinstatement of the recognition agreement

The agreement was cancelled in 1990 when Pepkor, which is the holding company of Checkers-Shoprite stores, took control of the stores

Management wanted Saccawu to negotiate a new agreement because of the new developments. Saccawu was not opposing the move but declared a dispute with management when it cancelled the existing recognition agreement

Mr Jeremy Daphne, Saccawu's spokesman, said the union tried everything it could to resolve the problem but management ignored "our pleas"

Daphne said Saccawu then called on political organisations and other trade unions for solidarity support

More miners die in fighting

FOUR more miners have died after fighting at Hartebeestfontein mine on Tuesday night, bringing the death toll to 11.

Nine of the more than 100 workers injured were still in hospital, according to reports *BIOM 28/5/93*.

An Anglovaal spokesman was unable to confirm these reports or a police statement that the fighting involved Shangaan and Xhosa workers.

He said mine management and employee representatives remained locked in discussions "attempting to get to the bottom of the problem". The cause of the fighting was unknown, he said.

However, as far as he could ascertain, production was continuing as normal.

Meanwhile, the situation at Gengold's Beatrix gold mine, where 15 workers had died in four incidents of fighting, was peaceful, a Gengold spokesman said.

It appeared that peace had been restored and the situation normalised, he said. No decision had been made concerning recruitment or re-employment.

ERICA JANKOWITZ

NUM assistant general secretary Marcel Golding said conflict on the mines was directly related to the migrant labour system and miners' repressive working and living environments.

He said most mines housed workers according to ethnic origin, entrenching language divisions. Small differences could precipitate conflict which, when escalated, would be galvanised along language lines.

Golding said this was exacerbated by management's lack of sensitivity in dealing with the issue of violence. A code of conduct, such as that negotiated between the union and Anglo American, would go some way towards defusing the situation.

The national peace secretariat had proposed that all parties meet as soon as possible to discuss the parameters of free political activity on mines, as political parties were recruiting members in hostels. This could add to the volatility of the situation, Golding said.

Hopes fade for leaders' meeting

BIDM 28/5/93

WILSON ZWANE

HOPES that ANC president Nelson Mandela and Inkatha leader Mangosuthu Buthelezi would meet soon to address political rivalry between their organisations dimmed yesterday.

Mandela, who had said he was happy to meet Buthelezi if King Goodwill Zwelithini brokered the meeting, said yesterday the Zulu monarch had withdrawn as a facilitator.

Mandela said the king's position was that "TV got it all wrong", Sapa reports

ANC spokesman Carl Niehaus said the withdrawal did not necessarily mean a meeting between Buthelezi and Mandela was off.

"It does, however, complicate matters," he said.

The king apparently called on Buthelezi and Mandela in recent weeks to meet to address violence.

TIM COHEN reports that Buthelezi said Inkatha had proposed that the issue of violence should top the agenda of multiparty talks, with particular attention on the disbanding of private armies.

He told a news conference in Cape Town that whenever Inkatha raised the matter, the ANC and government were "virtually apoplectic", accusing Inkatha of trying to delay negotiations and of raising the matter prematurely

Buthelezi said he found the "hype" about the need for an election date astonishing.

It amounted to "putting the constitutional cart before the constitutional horse"

Inkatha CE and head of the party's general election campaign Joe Mathews refused to announce the party's support targets in an election, but said the party was "playing the game to win".

If this did not occur, Inkatha hoped

to be the strongest opposition party, holding the balance of power.

Mathews said Inkatha had set itself three major objectives in the first nonracial election.

□ To win a sufficient percentage of the overall vote to be an essential factor in any coalition government;

□ To do well in several regions so that Inkatha would form an essential part of any coalition at the regional level, and

□ To perform well in the KwaZulu/Natal region where Inkatha expected to win, either in its own right or in coalition with another party

Meanwhile, Mandela told school children yesterday that pupil mass action was not incompatible with a call to pupils to return to class.

Addressing pupils during a tour of Witwatersrand township schools, Mandela emphasised the importance of education

"Education is the only weapon if you want to be a leader of your people," he told them

However, the ANC president also endorsed his organisation's support for striking teachers and urged pupils to join the "fight" for equal education

Mandela held a news briefing at King Edward VII High School in Houghton

□ GERALD REILLY reports council chairman Allan Powell said yesterday that the Teachers' Federal Council had requested an urgent interview with National Education Minister Piet Marais over the education crisis

After an extraordinary meeting of the TFC's executive committee, he said the present situation was cause for grave concern

Certain facets called for most urgent attention

Cosatu push for child care

ERICA JANKOWITZ

COSATU has called on its affiliates to celebrate international children's day on Tuesday by persuading members to take their children to their work places.

Cosatu gender co-ordinator Dorothy Mokgalo said yesterday different regions were planning events as well as a two-phase strategy intended to promote Cosatu's parental campaign

The two campaign demands were for 20 days' paid child care leave a year and subsidised child care facilities for workers.

She said both parents should be entitled to child care leave to handle school problems and look after sick children. BIDM

She said employers should take some responsibility for the provision of child care facilities.

She said affiliates were taking up the issue at individual company and industry level and would present management with demands on Tuesday. 28/5/93.

A snap Business Day survey showed most companies were unaware of Cosatu's plans.

SA Breweries said no one under the age of 18 was allowed on its factory premises. It felt the union would not try this tactic.

AECI said chemical factories were hazardous and children would not be allowed into factory areas "for their own safety".

Pick 'n Pay said when Cosatu a few years ago had first suggested bringing children to workplaces, very few employees had complied. However, the group would accommodate children as far as possible.

An East Rand metal factory said Numsa had approached management about bringing children to work. Children would not be allowed on to the premises, and the union had agreed with the decision. A spokesman said the issues raised would be discussed.

Goldstone panel advisers named

PRETORIA — A former Watergate prosecutor and Zimbabwe's electoral commission chairman are among the members of a panel appointed to advise the Goldstone commission on election violence

Sapa reports that Judge Richard Goldstone said yesterday a public inquiry into "ways and means" of curbing violence and intimidation in the forthcoming election would be held in Cape Town in August.

On the panel are acting US attorney-general and former Watergate prosecutor Charles Ruff and Zimbabwe's electoral commission chairman Prof Walter Kamba. Other members are John Olivier (HSRC), Prof C Shearing, (University of the Western Cape), Prof T Geldenhuys (Unisa), Prof Otty Nxumalo (Zululand University), Canadian deputy chief electoral officer Prof Ron Gould, Prof J Elklit of Denmark and Ghanaian ambassador Theresa Stiggner-Scott.

WILSON ZWANE reports that an HSRC report has found that an effective system of rumour control will help curb violence between township and hostel residents

In the report handed to Goldstone yesterday, the organisation said a lack of communication between hostels and surrounding communities was at the bottom of the conflict.

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NEWS Historic Press briefing held in Parliament ●

Row erupts between 2 unions

By Ike Motsapi

A ROW has erupted between two rival unions over the recruitment of members at the mines and is threatening to turn into a violent confrontation (140A) (159)

The general secretary of the Black Allied Mining and Construction Workers Union, (BAMCU), Mr Monwabisi Vika, yesterday warned the National Union of Mineworkers to stop harassing and intimidating its

■ Recruitment of members at mines may turn violent:

members
He said Bamcwu workers were also subjected to harassment by "unruly and undisciplined" members of political and civic organisations

He called on all Bamcwu members to defend themselves

Num media spokesman Mr Jerry Majatladi dismissed Vika's threats and said they were unfounded

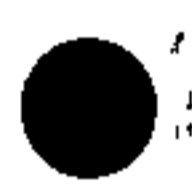
He said Bamcwu was a "dying

horse" that had no constituency

He said he doubted whether Bamcwu had a "reasonable membership to keep them going as a trade union"

Vika said "We hereby sound a warning to mines and employers in the Northern Cape region that our 3 000 members have sharpened their resolve to take the struggle to greater heights and will do so with renewed vigour"

Sowetan 28/5/93



**Strike tempo
to increase
after talks fail**

ERICA JANKOWITZ

THE strike by about 10 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members at Shoprite/Checkers stores nationwide would be intensified after the two parties failed to agree during mediation this week, the union said yesterday.

The union would contact political organisations and Cosatu about calling for a national boycott of Shoprite/Checkers stores, a Saccawu source said.

A company spokesman said that in an effort to resolve the issue, the company had agreed to use the services of a mediator on the understanding that the union would display some flexibility.

It was clear the union was not yet ready to abandon its months-old demand for the reinstatement of the previous recognition agreement, he said.

The company, nonetheless remained open to any proposal made in good faith which would lead to the negotiation of a new recognition agreement.

Union spokesman Jeremy Daphne said further harassment of strikers had occurred in Durban.

Management had locked strikers out of the Mdantsane store from Wednesday.

More than 2 000 workers were now locked out of about 30 stores.

He said the union was "waiting upon the company to reconsider its position".

Star 28/5/93

Checkers, union strike talks fail

Mediation between management and striking workers at the Shoprite/Checkers chain has failed and the SA Commercial Catering and Allied Workers Union said yesterday the union would intensify its industrial action. Management had hoped that SA-CUWU would drop its insistence that the recognition agreement terminated by the company, be reinstated before negotiations on a new agreement can resume. But efforts over the past two days to mediate on this have failed. — Labour Reporter.

LABOUR NEWS IN BRIEF

(140A) ~~(2115)~~

NUM, Chamber of Mines start pay talks

ANNUAL wage negotiations between the Chamber of Mines and the 200 000-strong National Union of Mineworkers began in Johannesburg this week

ARG 29/5/92

The union is demanding a 20 percent increase on gold mines and a R900 to R1 000 basic wage for coalminers. The Chamber offered a four percent increase for coal and gold miners.

Describing the opening round as "tense", union assistant secretary-general Marcel Golding said the chamber had not honoured some agreements from last year which could be an indication of the attitude it would adopt this year.

Union man indulges his passion for people

SHARON SOROUR
Labour Reporter

CONTRARY to the fierce archetype of a rallying unionist, Brian Williams's activist outlook is tempered by "the idea of caring about other people"

The eloquent 38-year-old trade unionist cites growing up in a big family — he is the second eldest child in a family of eight — as an important influence on his earliest understanding of the struggle

"There is a lot of sharing in big families, and also, both my parents were factory workers and we were very poor," he said

Born in Cape Town, Williams, who is the regional secretary of the Metal and Electrical Workers' Union of SA, grew up in Kensington where he was active as a youth leader

He got his first taste of activism, more than 25 years ago, by distributing pamphlets opposing segregation of sport facilities at Hartleyvale. He was 13

"I came to understand that the struggle was not so much a black/white struggle, but about workers who produced the wealth but did not enjoy financial benefits," said Williams.

He left school in Std 8 to take up unskilled electrical work but obtained matric through night school

A qualified electrician, his entrée into trade unionism in the late 1970s came when he was doing an electrical apprenticeship at a Cape Town company

"The company wanted to



□ **UNEQUAL STRUGGLE:** Brian Williams — 'I saw it was not so much a black/white struggle, but about workers who produced wealth but didn't enjoy the financial benefits.'

Picture LEON MULLER, Weekend Argus

cancel my contract because they said I was an agitator. My craft union, the Electrical and Allied Trades Union, supported the cancellation and I had to fight to maintain it"

He succeeded and proudly recalls a newspaper report on the incident bearing the headline "Brian beats the boot"

"I then became a union activist, attending union meetings. The craft union was segregated to be a member you had to be a *kleurling*, an artisan, apprentice or electrician. No black or white members, no women, no unskilled or semi-skilled workers

"We started to fight against this undemocratic, discrimination and eventually managed to overthrow the union's racist control after an internal battle of eight years"

Williams served on the national executive committee and later started working fulltime for the union — on February 18, 1985

He continued studying and qualified as a teacher of electrical technology. He recently completed an BA degree through Unisa, majoring in economics and communication, which he passed with distinction. He is at present doing a

communication honours through Unisa

Williams, who was detained twice in the 1980s and charged in terms of the Internal Security Act, (the charges were later withdrawn after numerous court appearances), also teaches Industrial Relations part-time at the University of the Western Cape's Department of Economics and Science Management

His home in Facticeon, where he lives with his wife Bonita, a nurse, and their three children, has been raided "a number of times"

Check

convicts,

City Press
just up
30/5/93

your

street

140A

By DAN DHLAMINI

MEN in prisons' clothing have been employed by the Potchefstroom branch of Checkers/Shoprite - at the height of a strike.

On Friday a spokeswoman for the store, M van den Berg, said the store no longer employed prisoners. She said they stopped using them on Thursday afternoon.

The chain has been hit by a three-week national strike by about 10 000 Saccawu members. The workers are seeking recognition of their union.

On Thursday City Press staff counted up to 15 men in prisoners' clothing off-loading delivery trucks at the chain's Potchefstroom storeroom.

But the head of the Potchefstroom prison, Capt J Loubscher, said he was not aware of any of his prisoners working at Checkers/Shoprite. Prison regulations did not allow convicts to work for non-governmental institutions except for minor jobs such as gardening in private homes.

However, he promised to investigate the matter.

Van den Berg did not say why the company no longer employed prisoners, but sources close to the issue claimed the prisoners were withdrawn by the prisons authorities.

Residents from Ika-geng, Promosa and Moha-din - black, coloured and Indian townships respectively - have heeded a call by the local branch of Saccawu to boycott the store.

Residents expressed anger over the use of prisoners to further the interests of white businessmen.

The strike stems from the termination of the union's recognition agreement two years ago when Pepkor, a holding company, took over control of the store.

Saccawu spokesman Jeremy Daphney said the union had been trying to negotiate a new agreement with management.

However, in May the union intensified its campaign. Last weekend about 10 000 union members marched from the city centre of Johannesburg to the Checkers/Shoprite branch in Hill-brow.

Scores of strikers are out on bail after being arrested for staging sit-ins in the stores countrywide. They are charged with trespassing.

By JESSICA BEZUIDENHOUT

THOUSANDS of Shoprite/Checkers employees were dismissed this week after refusing to sign a letter intended to "force" them to accept the company's decision to cancel their union's recognition agreement and "return to work on the company's terms"

The company's hard-line attitude is in response to a national strike called by the SA Commercial, Catering and Allied Workers' Union (Saccawu)

Employees were told that by signing the letter they would "unconditionally" agree to accept the company's termination of the recognition agreement

Further negotiations would then be conducted with the union, the letter added

Thousands of members of staff, mostly members of Saccawu, embarked on the strike earlier this month after the company terminated a nine-year-old recognition agreement

One employee, Ms Nazareen Davids, from Bellville, participated in

Food chain axes staff

5 Times
[C Metro]
30/5/93

the strike, but returned to work on Monday, because she feared dismissal (140A)

"I know that I have a right to strike, but I need my job" (142)

She claimed that she reported for work, but was given a notice terminating her services which would take effect unless she signed and agreed to return on the company's terms

She refused to sign "away my rights"

Ms Davids, the sole breadwinner in her family, has been employed by the company for two years

Saccawu spokesman, Mr Jeremy Daphne, claimed that more than 2 000 of its members had been locked out nation-

wide by the company. The union did not challenge the lock-out, but saw it as an "unhealthy practice which could only enhance the possibility of violent actions by angry employees," he said

The legal strike — the union complied with all the procedures of the Labour Relations Act — will continue, he said

Shoprite/Checkers refused to give an indication of how many employees were issued with the lock-out notices

A statement released by the company said that less than a third of its labour force were engaged in strike action

Meanwhile the Independent Mediation Services of SA (Imssa), who is currently facilitating the negotiations between the union and the company, said that they are cautiously optimistic that a settlement on the dispute could be reached soon, said Imssa regional director, Mr Dave Douglas

Star 11/16/93
Checkers, union talk for 2 days

Labour Correspondent

Mediation between Shoprite/Checkers and the SA Commercial, Catering and Allied Workers' Union, representing about 10 000 striking employees of the chain, continued for a second day in Johannesburg yesterday. (ILOA)

Neither side issued statements yesterday, but while the talks were expected to continue into the evening, there were apparently no plans to continue into a third day.

The chain has terminated

its recognition agreement with the union and announced plans to retrench about 2 500 union members. (SP)

The parties have been in dispute for more than six months, the strike is now in its fifth week, and a consumer boycott has been called against the chain. (SP)

There is no indication of a result from this week's talks but the fact that they have endured through the scheduled two days suggests some progress has been made.

NEWS Bloemhof's peace deal collapses as consum

29 ANC members to appear in court

Sowetan 11/6/93

By Ike Motsapi

THE 29 members of the ANC who were arrested during a protest march at Bloemhof will appear in court today on charges of public violence

Of the 29, 11 were minors released into the custody of their parents

The remaining 18 were released on bail of R100 each

They were arrested when they marched to Bloemhof to protest against a meeting of farmers which was held in the town on May 21

The situation has been tense in Bloemhof since a consumer boycott was implemented

Blacks have been banned by whites from coming into town Residents of Bostumelong countered by also banning whites from entering their area

Meanwhile, a deal that was brokered by the ANC and representatives of white businesses collapsed at the weekend

The deal called for the unconditional release of the 29, one of them a mother with a four-month-old baby

Definitely still on

General secretary of the Bostumelong ANC branch Mr Andrew Hank said "As far as we are concerned the boycott is definitely still on. The Attorney-General has not dropped charges against those arrested — a precondition to lifting the boycott"

Youths in the township originally refused to honour the fragile peace brokered last Wednesday night between the ANC and its allies and the Bloemhof Town Council and representatives of the business sector in the town



Mr Jacobus Brown, man replaced her son's stole

Checkers strike drags on

Management refuses to comment on labour dispute:

By Ike Motsapi

Sowetan 11/6/93

THE national strike by more than 10 000 workers at Shoprite-Checkers stores is continuing after attempts to resolve the dispute through mediation failed last week

Mr Jeremy Daphne, who is a spokesman for the South African Commercial Catering and Allied Workers Union strike co-ordinating committee, said a meeting on May 25 and 26 between the union and the management of Pepkor, which is the holding company of Check-

ers-Shoprite, failed to reach an agreement on how to end the strike

Daphne said the union was now waiting to hear from the company whether it was reconsidering its position on reinstating the recognition agreement which was terminated in 1990 when Pepkor took over control of Checkers

This led to a national strike which started on May 8 (140A)

Daphne said "The industrial action will now be intensified

Management is still refusing to comment on the strike

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Moves for creche subsidies

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ERICA JANKOWITZ

WORKERS are to lobby employers and the state to subsidise creche facilities, especially in the black communities, Cosatu gender co-ordinator Dorothy Mokgalo said yesterday.

Speaking on Cosatu's child care day, she said additional educare facilities were urgently needed, with increasing numbers of women also becoming involved in the work process.

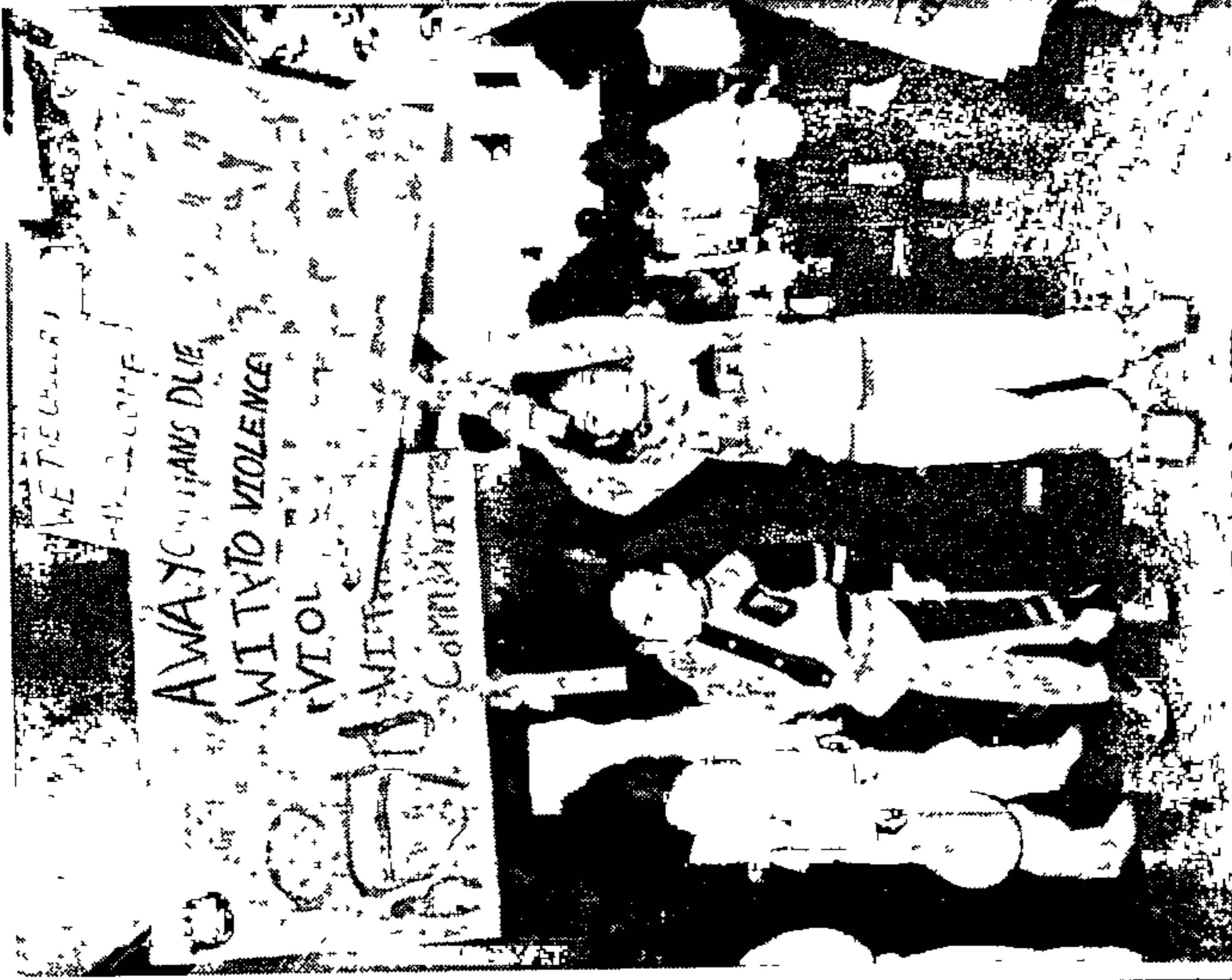
Currently, only about 2% of black children have access to adequate facilities as most families cannot afford the average R260 a month charged for preschool care. Currently, only 6% of educare facilities were funded by big business, she said.

Cosatu would also demand 20 days' paid child care leave per annum at both factory and industry level, she said.

Cosatu put increasing pressure on employers to comply with workers' demands, she said. Employers in the auto sector, such as BMW, had provided educare facilities for workers, but they were the exception rather than the rule.

In addition, Cosatu would press for these demands to be put on the agenda of either the National Manpower Commission or the National Education Forum. This would form part of its education campaign.

Cosatu also demanded a living wage so parents are able to support their children, a 40-hour week to enable parents time with their children, housing, electricity and water to ensure the comfort of children and "joint control of the security forces to bring peace to our communities".



Children at Cosatu's child care day carry placards protesting against the violence that has affected children. Cosatu has called for state and private sector-funded preschool facilities to form part of its campaign for free and compulsory education for all. Picture ROBERT BOTHA

Booklet on juvenile law launched

WILSON ZWANE

The booklet identifies alternatives to incarceration

These include pre-trial community service, an arrangement whereby the accused enters into an agreement with the state undertaking to do a set number of hours of community service, or attends a juvenile school with a curriculum which is specifically designed for children in trouble with the law.

Skelton said that the booklet was the first document of its kind because it synthesised relevant aspects of legislation affecting children.

Copies of the booklet are available from the LHR's head office in Pretoria.

LAWYERS for Human Rights (LHR) has published a booklet which highlights problems encountered by children caught up in SA's criminal justice system.

At yesterday's Johannesburg launch of the booklet, titled Children in Trouble with the Law, author and LHR applied criminal justice director Ann Skelton said the booklet did not tackle the issue of reforms in the juvenile justice system.

"It looks, instead, at how the current law -- imperfect as it is -- can be used creatively to assist children who are arrested, held and tried for criminal offences," Skelton said.

She added that the 76-page booklet was a practical guide for legal practitioners, court personnel and other professionals

Union set to review strike

Bus day 21/6/98
ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union national strategy committee will meet today and tomorrow to "re-evaluate" the Shoprite/Checkers strike involving about 10 000 workers which started on May 8, spokesman Jeremy Daphne said.

He said the union expected increased community support and intervention now that mediation had broken down.

Daphne said there had been a huge increase in police harassment and arrests of picketers in outlying towns (UOFA) (SA)

As a result, the union had called off picketing and was communicating with the authorities to ensure the safety of participants before picketing would be resumed, Daphne said.

Checkers boycott looms as mediation talks fail

By Paul Bell
Labour Correspondent

Mediation between Shoprite checkers and striking employees has failed and the Congress of SA Trade Unions is expected to back a call for a nationwide consumer boycott of the chain.

The strike involves between 6 000 and 10 000 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu). The action has entered its fourth week as the union and manage-

ment continue at loggerheads over management's decision to terminate a long-standing recognition agreement with the union (ILOA).

Cosatu is expected to support the strikers.

Saccawu's action has thus far included sit-ins, sleep-ins, pickets and boycotts. There have also been reports of intimidation of shoppers and "scab" workers. Management retaliation has included calling in police, and at least 500 strikers have been arrested and 25 injured.

Cosatu urges Shoprite Checkers boycott

Labour Reporter **140A** **ARG 3/6/93**
COSATU has called for a national consumer boycott of all Shoprite Checkers stores, including Pepkor subsidiaries such as Stuttafords, to force the company to settle its month-long dispute with the commercial workers' union Saccawu

ment's unilateral decision to cancel Saccawu's (SA Commercial, Catering and Allied Workers' Union) nine-year recognition agreement

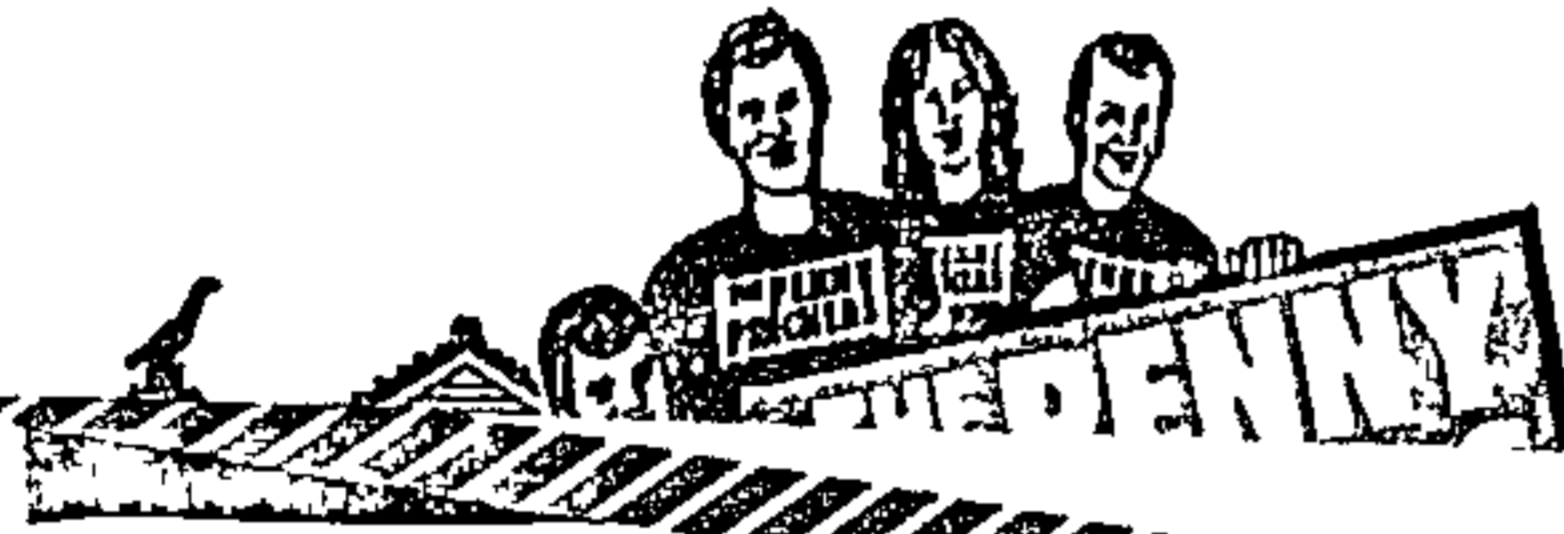
Cosatu was now convinced that only "concerted national action" would force a settlement. The boycott included subsidiaries of Pepkor, including Pep Stores, Cashbuild, Smart Centres, Stuttafords, Gretermans, Garlicks and Kappa

Accusing Shoprite Checkers management of being one of "the most backward and reactionary employer groups in South Africa", Cosatu said the company wanted to take workers back to the "stone age of industrial relations"

● A company spokesman refused to comment immediately, saying it would respond to Cosatu's statement later today

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BUILDING MATERIALS



Speed up talks, urges Cosatu

Sowetan 3/6/93

■ Federation calls for setting of an election date:

ALL South Africans should take action to ensure speedy progress at multiparty talks, Congress of South African Trade Unions spokesman Mr Neil Coleman urged yesterday.

In a statement issued yesterday, Coleman said all civil society organisations should decide on the action that should be taken if the negotiation council did not decide on an election date by today. (140A) (3/6/93)

"The planning committee should recognise the urgency of the situation by bringing the meeting date of the broader negotiations forum forward from June 25. (3/6/93)

"The negotiations forum needs to, as

a matter of urgency, agree on a package which will include the question of the transitional executive councils, constitutional principles and the functioning of the constituent assembly," he said.

Formal or informal

Asked to elaborate on the action that would be taken, Coleman said it could be formal or informal

This, he said, would depend on a consultation between civil society and other interested organisations

He further urged non-political groups to participate or follow their own programmes of action. - Sapa.

News in brief

Johnny in court

MR JOHNNY Mokaleng, the man who alleged that police murdered and buried political detainees in graves in the Western Transvaal, has appeared in court.

His claims in January sent police on a grave-digging expedition through the Western Transvaal and Bophuthatswana but the widely publicised excavations revealed no bodies. Mokaleng (29) appeared before Rustenburg Regional Court magistrate Mr AF Snyman yesterday. No charges were put to him and the case was postponed to June 15. Bail was set at R1 000.

Croc shocker

A ZIMBABWEAN policeman travelling in the back of a police truck with an apparently dead crocodile got the shock of his life when the reptile suddenly lunged at him.

The crocodile had been stoned and knocked unconscious by villagers after it rushed at a group of

children on a riverbank in central Zimbabwe. The police were called, pronounced the 2,5-metre beast dead and loaded it into their truck. One of the officers hopped in the back with it. He was next heard screaming for help as the crocodile chased him around the moving truck. Colleagues stopped the vehicle and shot the reptile.

Search for miners

FIVE teams of rescue workers were by last night still trying to locate a miner who was trapped underground following four earthquakes at the Vaal Reefs Mine in the Western Transvaal. 3/6/93

And six miners, who were admitted to the Duff Scott Mine Hospital in Klerksdorp after being injured during a faction fight between Shangaan and Xhosa workers at Hartebeesfontein Gold Mine, also in the Western Transvaal, have died. (3/6/93)

This brings the death toll at the mine to 17.

Strikers told to stop intimidating customers

(140A) Own Correspondent

DURBAN. — Shoprite Checkers brought an urgent court application interdicting striking members of the South African Commercial Catering and Allied Workers' Union, from harassing customers, employees and drivers at its branch in Amanzimtoti.

Mr Thomas Andrew Harding, the manager at the Seadoone Mall branch, said in papers before the Supreme Court the strikers had formed themselves into a mob and were "systematically" intimidating clients and drivers delivering goods.

Mr Justice Booysen issued a temporary interdict, preventing union members from stopping normal business, damaging shop property or refusing to allow deliveries. The return date is August 4.

The union has resolved to continue the strike in support of its demand for a recognition agreement with Shoprite to be reinstated. — Sapa

CT 3/6/93

Checkers 'to lay off staff and shut stores'

Buss. Day 4/16/93

SHOPRITE/Checkers was to begin closing stores and retrenching staff, industry sources said yesterday.

They said the SA Commercial, Catering and Allied Workers' Union (Saccawu) would be informed today of the developments, which would affect Shoprite/Checkers stores nationwide, with some outlets being closed immediately.

It is thought that about 2 500 jobs will be lost. The union is expected to be asked to meet on Monday to discuss these issues.

Yesterday Cosatu announced its involvement in trying to resolve the strike by about 10 000 workers which began on May 8. Cosatu has called on regional structures, its tripartite allies and "all fraternal organisations" to implement a national consumer boycott of all Pepkor subsidiaries — Shoprite and Checkers stores, Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa.

Cosatu organising secretary Zwelinzima Vavi accused Pepkor of making the "fatal error" of forgetting the importance of communities to its business and that the communities would not sit back while families and workers were "brutally treated".

Meanwhile, Shoprite/Checkers has applied for a Supreme Court declarator to establish whether the strike is lawful.

ERICA JANKOWITZ

The application is expected to be heard next week.

A company statement yesterday called the strike "purposeless" and said industrial action together with "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

"The company wishes to negotiate a new agreement to which it will bind itself in honour and in law. The union refuses to negotiate a new agreement," it said.

Saccawu spokesman Jeremy Daphne said the union had received a clear mandate from members to continue with industrial action unless Shoprite/Checkers reconsidered its position on reinstatement of the recognition agreement. (KOA)

He said the union had started balloting meat market workers who had been excluded from the strike on a technical issue.

Daphne said union plans included pickets of directors' homes and a march to the Johannesburg Stock Exchange to demand that shareholders sell Pepkor shares. Saccawu would also call for the dismissal of Callie Burger, Shoprite's group personnel manager, as he was deemed to be the "creator of the industrial unrest".

Movement in mining wage negotiations

THE NUM and the Chamber of Mines revised their positions yesterday in the third round of their wage negotiations.

The chamber offered 4,5% on gold mines — up 0,5% — and about 5% on coal, 1% above their opening offer

On marginal mines, the chamber's offer was unchanged as individual mines needed to negotiate specific ways of funding additional costs

NUM assistant general secretary Marcel Golding said the union rejected this as most of the loss-making

Business Bay 5412143
ERICA JANKOWITZ
mines had proposed a wage freeze
The NUM revised its opening demand of a R900 and R1 000 minimum wage for surface and underground workers by R100 This represented about a 15% to 17% increase.

Golding said the parties had agreed to establish working parties to consider the proposed amendment of the recognition agreement to cover other job categories (140A)

The parties are scheduled to resume wage negotiations today.

Retail chain threatens to slash jobs

CF 4/6/93
140A
SHARON SOROUR, Labour Reporter

SHOPRITE Checkers has warned of "massive job losses" if the "purposeless" strike by more than 10 000 members of commercial workers' union Saccawu continues.

The company said in a statement it hoped "common sense and logic will prevail sooner rather than later and that the dispute can be resolved without massive job losses".

Slamming the strike — over a cancelled recognition agreement — as "one of the most senseless of recent times", the company called on the union to negotiate a new agreement without preconditions.

"In effect, thousands of employees are losing wages and the job security of thousands of others is being threatened by a strike to win rights these employees already have," the company said.

According to "industry sources" the company was about to retrench more than 2 500 workers nationwide and to close stores.

A Shoprite Checkers spokesman said the company would comment on the report later today, as well as on whether it intended to contest the legality of the strike.

South African Commercial, Catering and Allied Workers' Union spokesman Mr Jeremy Daphne said the union had not been informed of imminent retrenchments or store closures.

He said it was not unusual for companies to announce retrenchments or closures "at this stage of a strike".

Cosatu calls for boycott of stores

■ Strike is over recognition agreement:

By Ike Motsapi

THE Congress of South African Trade Unions has called for a consumer boycott of Checkers-Shoprite stores in support of workers who are on strike over a terminated recognition agreement. *Sawetani 4/6/93*

More than 10 000 workers at Checkers-Shoprite stores have been on strike since May 8 this year. *(140A)*

Management has informed the union that it will be lodging an urgent application in the Rand Supreme Court to declare the strike illegal. *(140A)*

The grounds for the action has been cited as the contravention of Section 65 of the Labour Relations Act with regard to balloting for the strike.

Mr Jeremy Daphne, a co-ordinator of the Checkers-Shoprite strike, said the union viewed management's actions as "posturing instead of coming to reality and solving the problem".

The Cosatu call, which came into effect yesterday, will affect all companies which are subsidiaries of Pepkor, the holding company of Checkers-Shoprite stores. These companies include Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa. Mr Zwelinzima Vavi, Cosatu's national organising secretary, said they had informed all their affiliates and regions of the dispute and would be requesting them to back the struggle of Shoprite-Checkers workers for basic human and trade union rights.

Slabbert accepts post, just for now

Sawetani 4/6/93

By Mzimasi Ngudle

DR Frederik Van Zyl Slabbert will continue as chairman of the new SABC board until the end of July.

Announcing his acceptance of the controversial position after the first meeting of the board at the SABC's headquarters yesterday, Slabbert said he would steer the board through its initial stages.

"Those present (members of the new board) unanimously prevailed on me to continue as chairman until the end of July.

"During this period the State President and other interested parties should pay attention to the current vacancies and the impending vacancy of the chairperson," he said.

Slabbert said all other board members, except former KaNgwane Chief Minister Mr Enos Mabuza and Mr Franklin Sonn, principal of the Cape Peninsula Technikon, had indicated they would take part in the new board.

Mabuza and Sonn, who were not on the original list proposed by the panel but were appointed when President FW de Klerk's intervened, resigned from the board before its first meeting.

Slabbert said the board would continue as presently constituted and called on interested groups to direct their objections to those responsible for the crisis.

"Give us a break so that we can get on with the job and test us by our results," Slabbert said.

The new board's first meeting had agreed that it was elected constitutionally and appointments had followed guidelines agreed upon, he said.

He blamed political intervention and ineptitude for the the controversy surrounding appointments and the composition of the board.

Trade unionists go back to school

*Why are missiles called peacekeepers when they're aimed to kill
Why is a woman still not safe when she's in her home*

Wilmot 4/6 - 10/6/93.

Trade union officials and ordinary members are learning negotiating skills — and other relevant courses — at Cape Town's Workers College. FERRAL HAFFAJEE reports

(1404)

FRANCEY CHAPMAN has a lot to do with the New World Order, you'll find out at the Workers College at the University of the Western Cape.

Lecturer Martin Jansen uses the words to one of her songs on an overhead projector, and a variety of mediums like cartoons and role-playing to take about 20 workers through a course on international political economy.

It is part of a carefully planned six-month programme to train trade union leaders, including union officials and shop stewards. The course, which is run in two three-month blocks, comprises modules in organisational development and leadership training. It also includes sections in trade union studies and political economy.

The Western Cape Workers College was established in February 1991, in line with a Congress of South African Trade Unions' education and training resolution.

Although it is a Cosatu initiative, the college is "inclusive" of other federations and trade unions, says co-ordinator Michael Coetzee. In practice though, Cosatu rules the roost.

The National Council of Trade Unions (Nactu) has two out of 11 trade union trustee positions on the Workers College's board, there is one representative of an independent union and the rest are from Cosatu-affiliated trade unions.

The board is elected by the College Council, in turn comprised of representatives of all participating trade unions.



Learning the trade ... Students at the Workers College

Photo: ERIC MILLER

The college is totally funded by overseas sources through it realises that self-sufficiency is a challenge and is investigating sources of support in the country.

Students at the college are drawn predominantly from the western Cape, although applicants from the eastern Cape "will not be turned away", says Coetzee. Attendance is open for any trade union in the region with at least 500 members. Unions with between 500 and 5 000 members send two delegates and two more are allowed for every additional 5 000 members.

Criteria for attendance are two years' experience, basic shop steward training and a commitment to return to the

labour movement.

The Workers College syllabus is interesting for its range and currency. In addition to professionally run courses in labour law and collective bargaining, there are also short courses on the history of the working class and on the collapse of Eastern European socialism.

International trade unionism covers topics like international funding agencies, the New World Order and new methods of work organisation being practised in Japan and the United States.

There is a strong emphasis on regional trade union links to develop regional trade union solidarity. Local topics include Cosatu's

Reconstruction Accord and scenario planning sessions. The Mont-Fleur scenarios and Nedor's scenarios are introduced "even though we teach a Marxist approach", says Coetzee. The economic crisis in South Africa plus the role of women in the economy are other study blocks.

It's not all sociology and politics though, the course planners also put in time management, media as well as writing and reading skills.

Lecturers are drawn from universities, trade unions and organisations like the Centre for Southern African Studies and the International Labour Research and Information Group. Luminares like Jay Naidoo, Dullah

Omar and Kader Asmal have all taught at the Workers College.)

The lecturers are paid by the college, but usually return the money. "If you don't pay, you can't criticise," says Coetzee.

A rigorous application process puts potential delegates through their paces. They are short-listed and interviewed and their progress monitored. Coetzee says Workers College graduates are easily spotted, they become more articulate in negotiations and are more vocal in trade union meetings.

Selectors are also sensitive to keeping a gender balance in courses and also ensuring that there is no urban or rural bias. There are usually equal numbers of union officials and workers.

Already, two shop stewards have been employed by their trade unions as organisers after attending courses at the college. Soon, an ex-students forum will be launched.

Denver Joseph, a South African Clothing and Textile Workers' Union shop-steward, this week said he learnt "when to talk and what to talk". He feels better equipped for congresses where "mostly advanced shop stewards speak".

A former student, Rachel Visser, said of her course at the college: "I learned to love myself and accept myself as is. In a conference I stood up and gave an input. Everyone thought I was an official and could not believe that this was worker leadership."

Workers College students graduate during UWC's graduation ceremonies with gowns and the works. Coetzee says that certificates of attendance (there is no pass or failure) are all displayed prominently and proudly in students' homes.

Cosatu plans push for settlement

Buss. Day 4/6/93
(140A)

ERICA JANKOWITZ

COSATU has announced plans to "spearhead the drive for political settlement" by mobilising a wide range of non-party political groups.

General secretary Jay Naidoo yesterday blamed politicians for the long drawn-out negotiating process and said people were losing patience in the political parties' ability to deliver.

"It is not just Cosatu which is putting the World Trade Centre on trial. The entire SA nation and international community are all waiting to see what agreement will be reached on the setting of an election date, installation of the transitional executive council and joint control of security forces."

Naidoo said all the structures which had been set in place to facilitate SA's reconstruction, such as the national economic forum and National Manpower Commission, were "paralysed because of the lack of political progress".

"Unrepresentative parties with no popular mandate are stalling the process, leading to deep frustration of all constituents."

Cosatu was well placed to mobilise the support of civil society — through existing church, youth, civic, business, and other organisations — to "develop the initiative to eclipse the process if no agreement is reached", he said.

Such an initiative, which Cosatu sees as its major campaign for 1993, would be more representative of the people than the political parties taking part in the process, Naidoo argued.

First step in the campaign would be to arrange a conference of interested organisations of all political persuasions. At the conference a peace and democracy charter would be drawn up and a programme of action adopted.

At this stage no timetable or details of planned action were available, but by the end of September, Cosatu and the other organisations would have devised a strategy to "force a rapid transition to peace, democracy and economic prosperity for all", Naidoo said.

Star 4/16/93

Call to boycott Checkers

140A

By Paul Bell
Labour Correspondent

Cosatu yesterday offered its support to striking Shoprite/Checkers workers, calling for a consumer boycott of all the chain's stores and those of sister organisations in the Pepkor retail group.

The chain has told the SA Commercial, Catering and Allied Workers' Union it intends to seek Supreme Court relief by having the strike declared illegal. Union officials said this could open the way for large-scale

firings if the dispute escalated.

Saccawu's 10 000 members in the chain's employ have been on strike for four weeks in support of their demand that management reinstate a terminated recognition agreement. Two attempts to mediate the dispute have failed.

An escalation seems inevitable with yesterday's announcement of the boycott by Cosatu national organising secretary Zwelinzima Vavi

Cosatu and Saccawu

will be targeting Pep Stores, Cashbuild, Smart Centre, Stuttafords, Greenters, Garlicks and Kappa.

Saccawu's Witwatersrand organiser, Ivan Molefe, formerly employed by the chain until it fired him, announced other measures, including marches to the Stock Exchange to call on shareholders to sell Pepkor group shares

Reacting to reports of intimidation and abductions at stores, union officials said such action would not be condoned

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Strikers to march on homes of directors

By JOHANNES NGCOBO

STRIKING supermarket workers have threatened to march on the homes of their bosses.

Checkers/Shoprite workers, members of the South African Commercial, Catering and Allied Workers Union, have been on strike for the past four weeks.

Saccawu's Patricia Khumalo said the union had applied for permission to march on white suburbs in Johannesburg, Cape Town and Pretoria.

"We are going to march to the homes of the directors with a memorandum demanding the reinstatement of our recognition agreement with the company," she said.

Meanwhile, Cosatu has called for a consumer boycott of all Checkers/Shoprite stores,

A Checkers/Shoprite statement this week said the strike was "purposeless" and industrial action, "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

Company, union hold talks today

~~140A~~ ~~140A~~ 140A
Own Correspondent

JOHANNESBURG — Shoprite Checkers will meet the SA Commercial, Catering and Allied Workers' Union (Saccawu) today to thrash out the company's rationalisation plans involving a limited number of store closures and job losses.

The company said the strike, now in its fifth week, had "aggravated already adverse trading conditions in some areas".

The union said the company had indicated two stores would be closed on June 12 and about 2 500 workers would be retrenched from other stores.

The company also informed the union it would unilaterally implement a wage increase which Saccawu labelled as indicating a "dictatorial attitude which would further aggrieve workers".

● Garlicks is not a subsidiary of Pepkor as alleged by Cosatu in its call for a boycott of all Pepkor interests. Cosatu has been informed of this and will research the information it received from Saccawu on this matter. CT 7/6/93

tain he was dead by now.

(137), was

SAA likely to lose R200-m

By John Miller

South African Airways is expected to incur a loss of almost R200 million this financial year

The news was broken to staff by chief executive Mike Myburgh in an internal broadcast last week, say reliable sources at the airline.

Last year the airline lost about R500 million, said Myburgh. The loss over the past four years has now topped some R1 billion.

Part of the staff motivation programme over

the next 18 months, according to Myburgh, will include the "gain share" concept.

He told his staff he was prepared to share up to 30 percent of any money made over the next year as long as it was less than the predicted R192 million loss.

This means the airline will have to borrow the money to pay the staff incentive

Jan Blake, the managing director of Flitestar, said the taxpayer was footing the bill for SAA's losses.

Blake also doubted whether any local or international bank would lend the airline so much money.

"The interest alone on this amount would make it very unlikely that the airline would ever be viable."

SAA spokesman Zelda Roux said she could not comment on some of the figures as they still had to be audited.

But she confirmed that the "gain share" option was part of a project to return the airline to profitability.

Public servants' union planned

By Thabo Leshilo
Labour Reporter

Plans to launch a giant public servants' trade union aligned to the ANC-SACP-Cosatu alliance next year are at an advanced stage, Cosatu said at the weekend

The new union would have at least 150 000 members, said Cosatu's Zweluzima Vavi

This would make it

Cosatu's fourth biggest union after the National Union of Mineworkers, National Union of Metalworkers of SA, and SA Clothing and Textile Workers' Union

Vavi said the union would start as a merger between the 70 000-strong SA Municipal Workers' Union, National Education, Health and Allied Workers' Union, with 40 000 members; and Post and Telecom-

munication Workers' Association, with 23 413 members

Mergers were also envisaged with other public servants' unions, including the SA Democratic Teachers' Union

The new union would help workers bargain for better working conditions including the right to strike, said Vavi. The launch was set for May 28 and 29 next year



Rationalisation talks with union

BUSE. Day 7/6/93
ERICA JANKOWITZ

SHOPRITE/Checkers will meet the SA Commercial, Catering and Allied Workers Union today to thrash out the company's rationalisation plans involving a limited number of store closures and job losses.

The company said the strike, now in its fifth week, had "aggravated already adverse trading conditions in some areas." This had forced Shoprite/Checkers to consider closing some stores and retrench workers "in the long-term interests of the majority of employees, suppliers and their employees and the wider community".

"The union was advised early in May that such events would be a direct consequence of strike action," the company said.

The union said the company had indicated two stores would be closed on June 12 and about 2 500 workers would be retrenched from other stores.

The company also informed the union it would unilaterally implement a wage increase which Saccawu labelled as indicating a "dictatorial attitude which would further aggrieve workers".

The union said it had received notification of store closures in March, and interpreted the company's announcement as "a strategy to apply pressure on the union".

Meanwhile, industrial action would continue until today's meeting, the union said.

NEWS FEATURES *Search for child care facilities* ● Six m



Cosatu general secretary Mr Jay Naidoo with his son Kami at the launch of the National Child Care Campaign, are flanked by children from crèches in the CBD.

Sowetan 7/6/93

Cosatu crusade

By Pearl Majola

■ **KIDDIE CARE** Campaign must also be seen as a national issue: *(SASA)*

THE CHOICE IS difficult for most mothers who find themselves with sick children on working days. Either stay home and lose the day's earnings or go to work and worry the whole day.

As more women enter the job market, the issue is more than taking leave because of sick children.

It also involves the availability of affordable child care facilities which will ensure that, while parents are at work, their children receive medical care. *(ILOA)* *(SASA)*

In recognition of the importance of child care rights, Cosatu has officially launched its National Child Care Campaign which calls on the private sector and the Government to provide subsidised child care facilities.

The campaign, which has been going on for about a year, also calls on employers to provide 20 days' paid leave for parents to take care of their children's needs like that of education and health.

"This campaign is about persuading employers and Government to place aside resources to properly educate children at child care stage so that they have a good foundation before entering for-

mal school," says Cosatu general secretary Mr Jay Naidoo.

"Ultimately the campaign is about free and compulsory pre-school education for all children," Naidoo says.

"The provision of child care facilities means more than just allowing parents to do their work without worry about children," says Cosatu's Gender Programme co-ordinator, Ms Dorothy Mokgalo. *(SASA)*

"It also means that women, who have always carried the responsibility of rearing children, can get time to do and get involved in other activities.

"Another important aspect of this campaign is that it will create awareness that child care is in fact not only the women's responsibility. Parenting involves both mothers and fathers," she says.

The campaign's objectives have been divided into short, medium and long term.

"The immediate goal will be the paid leave for school meetings, children's health and other needs. The medium term aim is to get the Government and

the employers to make provision for facilities near the workplace or support established facilities in communities where the employer's majority of workers live. "The long-term aim is to involve the State, political, civic and other organisations in setting up good and affordable facilities," Mokgalo says.

According to Cosatu, some employers — particularly in the motor industry — have responded positively to the call.

Steer 7/16/92

140A

Clash of visions and cultures

BIG COMPANY mergers are difficult under the best of circumstances

Employees must come to terms with a host of changes — new visions and cultures, revised conditions of employment, and new insecurities of status as employees from either side of the line jockey for position

But when, as so often happens, one side of the merger has a troubled financial history, the "turnaround imperative" creates additional performance pressure on management

And when turnaround strategy includes rationalisation — especially the shedding of jobs and the closing of unprofitable retail outlets — workers shudder

Struggle

That much at least is part of the story of Shoprite/Checkers' deteriorating relationship with up to 10 000 of its 17 000 workers, represented by the SA Commercial Catering and Allied Workers Union (Saccawu) — a situation that has degenerated from uncertainty, when Pepkor bought Checkers 20 months ago, into a strike now entering its fifth week

The struggle involves management's effort to give effect to — workers call it "impose" — a new recognition agreement which, in the company's view, reflects the rea-

At Checkers, even in the bad times, union shop stewards had status and wage settlements were high. But since the Pepkor takeover in 1991, management's efforts to reinvigorate its troubled acquisition have shaken up the company's labour relations badly. PAUL BELL examines the background to the Shoprite/Checkers strike.

lities of the new group as well as new labour law and precedent that has grown up in the almost 10 years since the old agreement was drawn up

But the union believes this amounts to a serious derogation of workers' rights, aimed at reducing the influence of the union on the shop floor

Managers are still smarting over an Industrial Court decision 16 months ago requiring Checkers to consult fully with workers before selling or shutting unprofitable stores — a notion they find extraordinary, and immi-

cal to their efforts to restore the chain to profitability

And shop stewards tell of key managers who at key points in the protracted — and now suspended — negotiations, all but blamed the workers for the R8,3-million loss Checkers incurred shortly before the takeover, as if to say "You did them in. Don't expect to escape the consequences"

And there's the rub. Personnel from one or other side of the merger were bound to take the brunt of whatever

cuts were required. And in the very nature of things it wasn't going to be Shoprite — no doubt quite rationally, in many respects.

Senior managers have privately made clear their view that before the merger with Shoprite, Checkers had had "a long history of appeasement of its workers"

For nearly five years, they claim, while Checkers earnings were poor and even negative, it granted wage increases higher than it could reasonably afford — indeed, virtually in line with Pick 'n Pay which was making money hand over fist

Saccawu unblushingly testifies to the truth of this

"In the Checkers days, our shop stewards enjoyed considerable authority and status — sometimes in equal measure with line managers," said an official

By contrast, says Saccawu, Pepkor has chosen to impose its will on the union by force, has campaigned to drive key Checkers shop stewards out of the chain's employ and wishes to return industrial re-

deal and settled for less

This year Saccawu is determined to cut Nudaw out because it suspects management of trying to play Nudaw off against it

The recognition agreement, central to the dispute, had been under renegotiation prior to the takeover. But, according to management, the need for a new one became additionally pressing as the unified company moved to eliminate anomalies and reduce differentials in service conditions.

The company also took the view that a much streamlined agreement was all that was necessary, given the advances in labour law, and that no less than the Industrial Court had said that such agreements were no longer vital to collective bargaining

Hardening

Since termination last December, the company has been conducting itself under the terms of its proposed new agreement. In the meantime, says the union, there is now serious confusion over disciplinary procedure

Two weeks ago, as workers began to receive their first heavily reduced pay-packets, there was a flurry of media attention. It came to nothing. Shop stewards have since reported a surprising hardening of attitudes on the part of the strikers, more than 500 of whom have been arrested and another 25 injured since the action began

Worse — ugly, racist undertones have begun to pollute the atmosphere. Even strike committee members refer to the chain's Pepkor-grounded all-white, all-Afrikaans negotiators — and say their membership now refers to managers — as "boere", an epithet reserved until now for police and white farmers

The company dismisses this as an attempt to smear management, and says this mood is being fuelled by a group of shop stewards who resent their diminished influence as the company fights to return to profitability □

Split looms in postal union

Buss. Day 7/16/93

WILSON ZWANE

DISGRUNTLED members of the Cosatu-affiliated Post and Telecommunications Workers' Union (Potwa) aim to cripple the union, which they say is not responsive to their wishes.

A Potwa shop steward, who did not want to be named, said yesterday there had been unhappiness in the union's ranks ever since its executive committee affiliated to Cosatu in 1988 without workers' mandate.

The situation had deteriorated further in past weeks after the union's executive committee, and particularly Potwa president Kgabisi Mosunkutu, had displayed "unmistakable signs that it did not have the workers' interests at heart".

The shop steward alleged that Mosunkutu had "on several occasions" told Potwa's North Rand branch that he could not be expected to "devote his time to union affairs as he had other commitments" (140A).

He said Mosunkutu's apparent disinclination to give union affairs priority had alienated him and the en-

tire executive committee from the North Rand branch.

The North Rand branch had been incensed, too, by the executive committee's failure to invite it to a recent national congress. He said the region, which rejected resolutions adopted at the congress, was planning a march on the union's headquarters.

He disclosed that massive defections were expected soon from Potwa. Plans were afoot to launch a rival trade union, which would be known as the Communications Workers' Union of SA (Cowusa).

The branch had decided to embark on a campaign which would be aimed at crippling the union. (218)

He said the new union — unlike Potwa — would be non-aligned.

Mosunkutu said yesterday workers were free to defect if they wanted to. The breakaway group, he said, was mostly PAC-, Azapo- or Inkatha-affiliated.

Star 8/16/98

Checkers, strikers' union agree to meet

By Paul Bell
Labour Correspondent

28/1407

As clashes between police and striking Shoprite-Checkers workers continued at several stores yesterday, the SA Commercial, Catering and Allied Workers' Union and representatives of the chain agreed to meet tomorrow for two days of talks

The decision to hold talks follows the chain's announce-

ment on Friday that it was considering store closures and the retrenchment of up to 2500 workers. These will be the first substantive talks since the strike began a month ago.

The union claims that only its members would be affected by the proposed retrenchments and considers the announcement a management pressure tactic "If the chain proceeds with these retrenchments we will

consider that an industrial action," Saccawu strike coordinator Jeremy Daphne said yesterday.

The parties were due to meet yesterday to discuss the proposed retrenchments. Instead, they exchanged proposals on an agenda for a meeting tomorrow because the union, believing the issues to be wider than the retrenchments, refused to accept a limited discussion.

The talks, to be mediated

by a representative from Independent Mediation Services of SA, will carry over to Thursday

Last Saturday the company served papers on the union, declaring its intention to have the strike declared illegal. The union is expected to reply this week

Meanwhile, 22 strikers were arrested at a store in Standerton yesterday after the arrest of 57 at nine stores at the weekend

Star 8/6/93

Mining wage talks set to resume

By Paul Bell
Labour Correspondent

140A

Wage negotiations between the Chamber of Mines and the National Union of Mine-workers resume tomorrow following significant first-round concessions by the union. The NUM remains determined, however, to secure a double-figure settlement for its members.

The concessions, offered at

last week's round, include a reduction of the minimum monthly wage demand for underground coal miners from R1 000 to R850. For gold miners, the union has reduced its demand from 20 to 15 percent but seeks the imposition of an industry-wide profit-sharing agreement.

NUM negotiator Dr Martin Nicol described the union's concessions as "large moves signalling the union's

desire to reach a settlement before the end of the month". The traditional implementation date of mine wage increases is July 1.

The chamber, Nicol said, was still offering increases of less than half the rate of inflation, which the NUM would not be able to accept. Prices had risen by 50 percent over the past three years, while miners' wages had risen only 12 percent, he said.

Dairy workers out on strike

Sowetan 8/6/93

■ Strikers demand the dismissal of white supervisor:

THE entire workforce at Clover Dairies in Mayfair, Johannesburg, downed tools yesterday demanding that a white supervisor, who allegedly poured acid into a tea urn used by blacks, be dismissed

Production and the delivery of milk to the city and surrounding areas was affected when 800 workers, all members of the Food and Allied Workers Union, refused to work

~~(FSA)~~ (UAW)
They demanded that Mr Johan Berger, who is in charge of the processing department, be dismissed

Company chairman Mr Ronnie Botha, and representatives of the union were locked in a meeting the whole day to try to resolve the problem

Botha said a worker who arrived late used the urn after it had been washed with citric acid

Women the underdogs

By Tsale Makam

SOUTH African women, who constitute 53 percent of the population, are among the worst victims of apartheid and violence, the Commonwealth Observer Mission says in a report

According to 1991 figures, one out of every two South African women and girls will be raped in her lifetime. One out of six women are battered by their male partners. Most of these women do not report the crimes, so statistics may be underestimated.

Despite the fact that 43 percent of

■ Law ignores worst victims of apartheid and violence:

Sowetan 8/6/93

African and 52 percent of coloured women are single mothers, almost all title deeds in South Africa are in the hands of men.

Less pay

Women in the same jobs as men often earn less

The National Party is drawing up a number of Bills which include prevention of domestic violence, the abolition of discrimination against women and the promotion of equal

opportunities

Although there is provision for maternity leave, women are still not guaranteed their jobs back. Maternity benefits are only 45 percent of the weekly earnings for six months if a woman has been with a particular company for three years.

The Women's National Coalition, launched on March 8 this year, has launched a research programme on a women's charter that would be incorporated into the new constitution.

Two Checkers shops to close

Sowetan 8/6/93

By Ike Motsapi

THE management of Pepkor, owners of Checkers-Shoprite stores, has told the SA Commercial, Catering and Allied Workers Union that it intends to close two stores this week.

This announcement comes in the wake of a national strike by about 10 000 members of Saccawu over a terminated recognition agreement.

The strike is now in its fifth week.

■ 2 500 other staff to be retrenched, says Pepkor:

Mr Jeremy Daphne of Saccawu said the union has also been informed that about 2 500 of its members are to be retrenched in other stores.

Daphne said "The union takes exception to the company raising this matter at this stage and views it as a managerial strategy to put pressure on the labour movement.

"Management attributes the need

to retrench the 2 500 members to current sales levels.

"While the industrial action has dramatically reduced sales, the solution does not lie in retrenchments," Daphne said.

Management spokesman Miss Adele Gouws said the company would issue a statement later about the two stores.

Strikers want white support

~~Buss Day~~
ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday called on the "white community" to support the Shoprite/Checkers workers who are on strike. 8/6/93

Saccawu spokesman Jeremy Daphne said workers were "sick of whites acting as if they're above everything that's going on in the country. . . . While some sections of the white community are supporting Saccawu, most of them walk through picket lines with impunity." ~~8/6/93~~

The union and management are due to meet tomorrow on the dispute. (KOF)



Chamber of Mines outgoing president Bobby Godsell addresses the chamber's AGM in Johannesburg yesterday. With him, from left, are chamber executive committee member Kennedy Maxwell, President F W de Klerk and chamber CE Tom Main. Picture ROBERT BOTHA

'Sound labour relations buttress mining sector'

Buss Day: 9/6/93

ERICA JANKOWITZ

CHAMBER of Mines outgoing president Bobby Godsell said an essential aspect of the mining sector's ability to withstand the economic challenges of present-day SA was the achievement of constructive, co-operative labour relations.

He told the chamber's AGM yesterday unions had settled wage negotiations over the past two years "in a spirit that has at least limited job loss"

According to the chamber's annual report, negotiations last year resulted in a 5% increase in wages at gold mines and 7,34%-15,86% increases at coal mines. Four of the chamber's member groups also agreed to the implementation of gold price or cost-containment bonus schemes.

President F W de Klerk told the meeting profit-sharing schemes linked to productivity represented a "laudable breakthrough that would greatly contribute to still better teamwork in the future".

The NUM is aiming to get all groups to agree to the implementation of a single scheme for the industry. Such a scheme should provide for the disbursement to employees of up to 20% of a profit pool defined at company level according to company-level formulae. At present only the Anglo American profit-sharing agreement complies with this ideal (140A)

It should also guarantee employment security, health and safety standards, disclosure of information, monitoring, training and employee participation

Godsell said mining houses would need

to "obtain the flexibility to reshape work organisation around new technologies and economic realities". This had been achieved by, in some instances, new forms of remuneration packages linked to cost containment or profit-sharing. Other companies had introduced a seven-day working week.

"This industry (as all others) will only survive and prosper if it is able to innovate and adapt," Godsell said. (210)

The NUM and Chamber of Mines meet today for the next round of wage negotiations against this backdrop.

The chamber is expected to table offers for the loss-making mines and respond to all the union's demands. The chamber's offer stands at 4,5% for gold mines and 4%-8% on coal mines against the NUM's demands of 15%-22% on gold and 20%-144% on coal mines.

Meanwhile, the chamber has decided to change its financial year end to November because of wage negotiations. Godsell said it was disruptive for a newly elected president to find his feet during what was often a difficult and protracted process.

As a result, current office bearers would retain their positions until November 8 when new chamber president, Anglovaal's Jurie Geldenhuys, would replace Godsell.

The two elected vice-presidents — Gold Fields of SA's Alan Munro and Randgold's John Turner — would also take up their positions in November.

Six unions to report on talks with Govt

By Paul Bell
Labour Correspondent

Six Cosatu-aligned public sector unions which have announced their intention to strike if the Government does not accede to certain wage demands will meet today to discuss their negotiations with State departments

In the meantime, those which have declared disputes — among them the Post and Telecommunication Workers' Association — are apparently bound by a 30-day cooling-off period which will delay action until after mid-July, says Potwa general secretary Mlungisi Hlongwane

Today's meeting will be attended by representatives of Potwa, the National Education, Health and Allied Workers' Union, the SA Mu-

nicipal Workers' Union, the Police and Prisons Civil Rights Union, the Union of Democratic University Staff Associations and the SA Democratic Teachers' Union.

Last month the unions threatened strike action if the Government did not lift its 5 percent ceiling on wage increases

This was the result, said Hlongwane, of a Supreme Court ruling against the National Union of Metalworkers which established a precedent in terms of the Labour Relations Act.

Hlongwane said Potwa had been advised that it was now prohibited from balloting members on a strike until after July 2.

The SA Post Office and Telkom have agreed to meet Potwa tomorrow for discussions.

22 accused of intimidation

MEMBERS of the SA Commercial Catering and Allied Workers' Union gathered at the Bishop Lavis Magistrate's Court yesterday to support 22 workers charged with intimidation following a picket in front of a Shoprite Checkers outlet last week.

~~SA~~ (15) (140A)
The workers were released on R200 bail each and are to appear in court again on July 30 — Sapa

079/6/93

Bitter Shoprite strike battle goes on

SHARON SOROUR
Labour Reporter

THE bitter battle between Shoprite Checkers and commercial workers' union Saccawu continued today as the parties resumed talks to discuss retrenchments and store closures

SA Commercial, Catering and Allied Workers' Union national spokesman Mr Jeremy Daphne said union representatives would meet management "to address all issues pertaining to the dispute"

More than 10 000 workers, including about 600 in the Western

Cape, have been on strike for five weeks to protest against the cancellation of the union's nine-year recognition agreement

Industrial action continued in spite of the company's announcement that at least two stores would close at the end of the month and more than 2 500 workers would be retrenched as a result of the strike — which had "aggravated already adverse trading conditions"

A Shoprite Checkers spokesman refused to confirm today's

meeting or to explain why the parties did not meet on Monday as announced.

The spokesman also declined to confirm whether Shoprite Checkers had applied for a Supreme Court order to declare the industrial action illegal on the grounds of irregular balloting

But Mr Daphne said preparations were being made to oppose the application

According to Mr Daphne, 57 picketing workers were arrested at nine stores at the weekend

Transitional process 'not for elite'

Sowetan & Radio Metro
Talkback



with Tim Modise

By Mzimasi Ngudle

THE Congress of South African Trade Unions was aiming at galvanising people into playing a decisive role in the political process, Cosatu publicity officer Mr Neil Coleman told the Sowetan/Radio Metro Talkback Show last night.

Coleman said Cosatu's initiative was aimed at involving ordinary citizens in the transitional process and also after the first democratic elections had been held.

He said Cosatu and civil society would have to put pressure on political players when they started dragging their feet.

"Civil organisations and movements should tell the political parties at World Trade Centre that the transitional process is not for the elite few but for the people of South Africa," Coleman said.

The movement, he said, would ensure that any future government would not be fettered by powerful cliques bent on perpetuating the status quo.

In its initiative, Coleman said, Cosatu would:

- Organise non-political organisations into mass based movements of civil society so they could have a say in matters affecting them;
- Mobilise its members around issues affecting them;
- Push forward its programme of reconstruction to ensure substantive changes in the individual's quality of life;

● Strive for accountability in a post-apartheid South Africa;

● Urge ordinary people and workers to get involved in bread and butter issues, such as housing, crime, education, unemployment and so on.

Coleman said key areas around which Cosatu would galvanise support for the initiative were:

- A rapid movement towards democratic elections, including voter education;
- A free and fair climate for political activity;
- The immediate control of security forces by a transitional authority;

● Bringing the media under impartial control.

Coleman said Cosatu would kick off its drive by approaching different organisations and ask them to encourage their members to take an active part in reconstruction programmes.

One caller applauded the initiative while another said he was concerned that Cosatu leaders might fail to discipline their followers.

"It's a good move. I'd like to see this movement of civil society very soon."

Mapepe, Pretoria

NEWS Electricity supply tariffs normal

news in brief

Sowetan 9/6/93
Clover denies claims

MANAGEMENT of Clover Dairies in Mayfair, Johannesburg, yesterday denied allegations that a white supervisor had poured toxic acid into a tea urn used by blacks.

On Monday more than 800 workers downed tools demanding the dismissal of the supervisor. Company chairman Mr Ronnie Botha said the store supervisor, Mr Johan Berger, had washed the urn with citric acid.

Sowetan 9/6/93
Bid to end strike

MANAGEMENT of Checkers/Shoprite stores and the union representing striking workers will meet today to try and resolve the five-week long industrial action.

Spokesman for the SA Commercial, Catering and Allied Workers Union Mr Jeremy Daphne said yesterday "The

Sowetan 9/6/93

meeting will be held to address the total situation that centres on the present dispute." A management spokesman confirmed the meeting.

ANC on death penalty

THE African National Congress has warned the Government not to reimpose the death penalty as the organisation marks the 10th anniversary today of the execution of three MK cadres.

Jerry Mosoloh, Simon Mogoerane and Marcus Motaung were executed at Pretoria Central Prison on June 9 1983 after being convicted of treason relating to attacks on the Wonderboom police station in Pretoria and the Orlando and Mōroka police stations in Soweto.

The ANC said "Mosoloh, Mogoerane and Motaung were part of MK's Transvaal urban machinery involved in guerilla operations which instilled confidence in our people."



Cosatu 501 516-91693 call for child care funds

THE Congress of South African Trade Unions (Cosatu) is to lobby big business and the government to subsidise child care facilities. (140A)

At a press conference on Monday, Ms Dorothy Mkgalo, Cosatu's gender co-ordinator, said Cosatu would forward proposals on the lack of facilities to the negotiating committee.

Cosatu would also lobby for 20 days paid "child care leave" a year, to enable working parents to attend to the concerns of their children in emergency situations.

Ms Geraldine Fraser, SACP central committee member, said the evolution of working women had created a need for better educare.

"Women need assistance. Only two percent of black children have access to child care facilities."

Fraser said most black families could not afford the average R260 a month in creche fees.

Mr Jay Naidoo, Cosatu general secretary, said big business and the state should provide child care funding.

He said if "wastage and corruption" were "removed from the education budget, at least 25 percent of the R22 billion budget could be used to provide resources currently lacking.

Cosatu held the Johannesburg press conference amid huge clamour from the approximate 100 children gathered there from three different creches to commemorate National Child Care Day. SAPA

Bus. Day
9/16/93

Numsa rejects Seifsa offer

ERICA JANKOWITZ

NUMSA has rejected Seifsa's final wage offer for the industry's 280 000 workers, tabled when the federation met trade unions last week.

Seifsa's offer, described as its "lowest ever", was for a 4,8% wage increase in coastal regions — Natal, Border, Midlands and the Cape — a wage freeze in the Free State and northern Cape, and 6% for all other areas of the country (140A)

Numsa national secretary Les Ketteldas said the offer was unacceptable as it was made on a "differentiated and regional basis"

Also it was well below inflation and made at a time when the industry "has R20bn worth of construction

projects" on the cards.

Numsa has asked Seifsa to reconsider its offer

The parties are scheduled to meet again on June 15.

Meanwhile, negotiations in the motor sector would appear to have reached stalemate with employers sticking to a 5%-9% wage offer on schedule rates (140A)

Ketteldas said "some workers would not receive increases on this proposal, as actual wages would not be affected." (140A)

The parties are to meet again on June 14

Day 10/193

Strike talks

SHOPRITE/Checkers and the SA Commercial, Catering and Allied Workers' Union are expected to carry on discussions today aimed at resolving the month-long strike by about 10 000 workers. Yesterday's meeting was chaired by Independent Mediation Services of SA mediator John Brand, who will also chair today's meeting.

31 42

UOA

CNA action ballot

THE SA Commercial, Catering and Allied Workers' Union will be conducting a strike ballot of members at CNA next week over a wage dispute it declared with the company earlier this week. The union's demand is for a R230 across-the-board increase, about 18%, compared with the company's 12% offer of R160.

REPORTS Business Day Reporters Saps-Routar

(40A) (255) (151) (3)

Van der Velde, Keegan have exco's support

CLIVE SAWYER
Municipal Reporter

THE city council executive committee has expressed its fullest confidence in mayor Mr Frank van der Velde and deputy mayor Mr Clive Keegan and has acknowledged the changing role of the mayoral office.

Exco chairman Mr Leon Markovitz said this in a statement after Mr Keegan met the committee yesterday.

The item under discussion was council representation on groups dealing with constitutional and related matters.

The discussion followed exco recommendations to nominate town planning chairman Mr John Muir to the council constitutional forum working group and the Cape Town Community Land Trust.

Mr Keegan a former town planning chairman chaired the District Six Steering Committee and is chairman of the constitutional affairs committee

Mr Markovitz said there was an unfortunate perception that his committee was at odds with the mayoral office and with Mr Keegan in particular.

Exco resolved it had the fullest confidence in Mr Van der Velde — and in Mr Keegan as deputy-mayor and future may or.

There was no doubt the roles of mayor and deputy mayor had changed and continued to change.

Exco had appointed a working group of the mayor deputy mayor Mr Markovitz Mr Muir town clerk Mr Keith Nicol and city administrator Mr Gys Hofmeyr to examine the mayoral role.

Mr Markovitz said it was customary for mayors to withdraw from various bodies to devote their full time to the office of mayor.

His committee acknowledged Mr Keegan's enormous contribution as chairman of the constitutional committee and in other roles.

Council workers 'may ignore vote

CLIVE SAWYER
Municipal Reporter

REGIONAL or branch action independent of the outcome of the national ballot by the SA Municipal Workers Union (Samwu) cannot be ruled out, says branch chairman Mr Salie Manie.

The national ballot started this week and will continue until Monday. The result is expected on Wednesday.

Mr Manie said "Although this is a national campaign, it does not limit the varying regions from deciding on their own action on wage demands."

The mood in Cape Town was militant and arbitration had been rejected by the union. Further action would be decided after the outcome of the ballot.

Mr Manie said it was hoped that municipal workers, who are among those classed as rendering essential services, would be given the right to

strike under future labour legislation.

Mr Manie said the formation of the Democratic Party caucus in the city council confirmed Samwu's long held belief that the council was DP-controlled.

"We do not have an inherent objection, and in fact this development clarifies the identity of the players involved in negotiating the restructuring of local government," Mr Manie said.

The formation of the caucus would mean the city council constitutional position would be seen as emanating from the DP rather than all Cape Town people.

"This is useful particularly because claims have been made in the chamber of the council 'selling out to the African National Congress', which is nonsense, because so many people in the city belong to the ANC," Mr Manie said.

Mfuleni councillors agree to quit

But clarity will be sought on 'package' from provincial administration

EDWARD MOLOINYANE
Staff Reporter

MFULENI town councillors under pressure from the community of the tiny Kuis River township agreed in principle to resign after a lengthy meeting behind closed doors in Bellville.

But their resignation will be subject to clarity about their package from the provincial administration and after consultation with whoever.

This was disclosed to the media as a summary of the meeting yesterday which followed a three week sit-in at the Mfuleni Town Council offices by residents protesting against the continued existence of the council.

The meeting facilitated by the Regional Peace Committee after it was initially stalled because of differences over the venue was attended by the Mfuleni Joint People's Committee representing political organisations in the township the CPA the Regional Peace

Committee and observers from the United Nations and the European Community.

The parties said in the summary that the six councillors had agreed to resign in principle. They added: "But they seek clarity about their packages from the CPA and want to solve their problems with that body as that had been what troubled them. They also want to be given a chance to consult with whoever."

The parties will meet again on June 16 for a final decision.

Responding to a question a member of the people's joint committee said the referendum proposed for this week in Mfuleni had been deferred.

Asked if this meant the committee feared the councillors could change their minds if their problems with the CPA were not solved the spokesman said the situation was fragile.

One councillor said the problems with the CPA had nothing to do with golden handshakes.

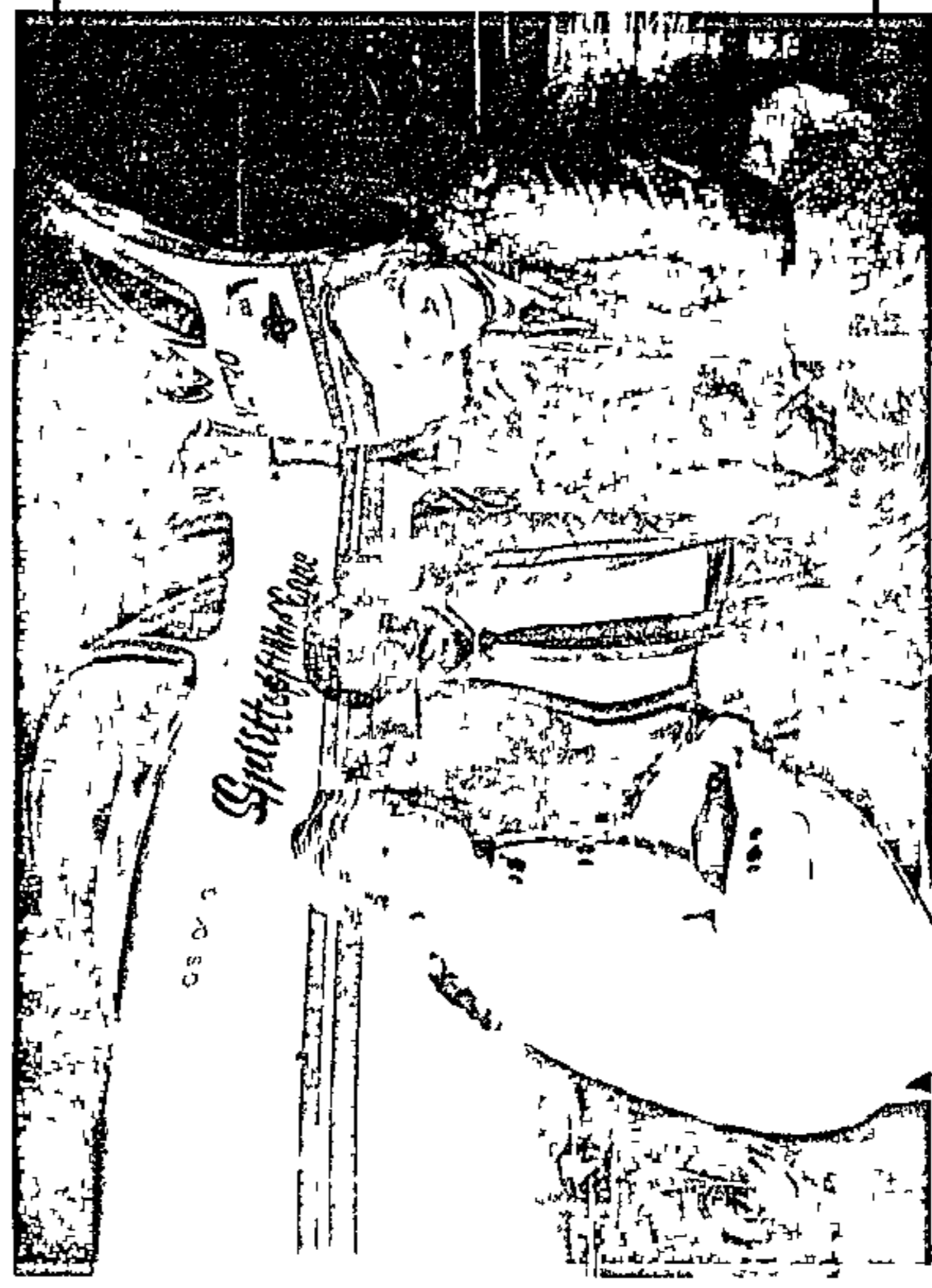
Slovo didn't pick poll date, insists Meyer

THE proposed election date of April 27 came from the government and no one else, says Constitutional Development Minister Mr Roelf Meyer.

Replying to the second reading debate on the Constitution Amendment Bill he said Bethal MP Mr Chris de Jager — who claimed Mr Joe Slovo proposed the date as it fell in the week after the anniversary of the assassination of Communist Party chief Mr Chris Ham — should see how many liberation days there were on the calendar.

The government had said last November that the election should be held before the end of April.

The planning committee had proposed April 27 but as there had not been full consensus the government had agreed to wait until June 15 for a final decision — Sapa.



MERCY PLANE At a DF Malan Airport function the Red Cross Air Ambulance Service celebrates the fifth anniversary of the maiden flight of its Cessna Citation jet ambulance. It is the only jet ambulance in Africa with a fully equipped intensive care interior. It is manned by volunteer doctors, pilots, nursing sisters and paramedics. At the function are, from left, Minister of Health Dr Fina Venter, vice-president of the SA Red Cross Society Mr Ray Kamtsengana and chairman of the Air Ambulance Service Mr Alan Marshall.

Picture: DOUG PITHELY The Argus

Legislation for TEC not needed

— Meyer
Political Staff

THE transition to democracy could begin without parliament's legislative sanction after an announcement yesterday by Constitutional Development Minister Mr Roelf Meyer that the multiparty transitional executive council (TEC) could be installed without legislation.

The establishment of the TEC and the confirmation of an election date have been identified by the United Nations and the European Community as conditions for the lifting of most sanctions.

Mr Meyer said yesterday it is the government's conviction that as soon as there is agreement (in negotiations) we must go ahead with the installation of the TEC without necessarily waiting for legislation.

The TEC will be a multi-party body charged with 'leveling the playing field' before an election by ensuring that no party is unfairly favoured. Its specific powers have yet to be agreed.

Government sources suggest that the legislation could go through parliament before the scheduled end of the session on June 24.

Mr Meyer's announcement during debate in parliament on the Constitutional Amendment Bill appears designed to defuse tension over the pace of negotiations and to give breathing space to some participants.

As things stand the negotiating council has six meetings before the proposed June 25 meeting of the larger negotiating forum which ratifies agreements.

Mr Meyer said it was clear that if all parties took part in talks and reached consensus there would be no need for legislation on the TEC.

The passage of legislation on the TEC should not have to delay its implementation, he said.

The government has earmarked several buildings in Pretoria to house the TEC.

This has fuelled speculation that parliament might eventually move to Pretoria. But it is widely believed in political circles that the first sittings of the new parliament will be in Cape Town.

R351 000 survey of civic issues

Municipal Reporters

COUNCILLORS staff and residents of the municipality as well as Langa and Guguletu should be included in survey of attitudes to civic issues, the executive committee of the Cape Town City Council has resolved.

Consultants are to charge R351 400 for the survey.

Questions to be asked in the survey would not be finalised until the SA Municipal Workers Union had been consulted.

Lights and water payment date extended

CLIVE SAWYER
Municipal Reporter

DUE dates for electricity and water accounts should be extended by a week, the executive committee has decided.

An amendment to the municipal ordinance is to be sought to extend due dates for rates bills as well.

City treasurer Mr Eddie Landsberg said there were many complaints about penalties charged for late payment of accounts particularly if they were only a day or two late.

Many claim to have posted their cheques on time and insist the penalty be waived.

To check a comprehensive filing system is kept where all envelopes in which cheques are received are date-stamped and filed for a long time which entails unnecessary work and is costly.

Further delays were caused by sorting cheques in due date order.

Electricity and water accounts are sent about 14 days after meters are read and are due about 14 days later. If accounts are paid after due date a 10 percent grossing charge is added.

Interest is charged on rates if they are unpaid for more than three months. Interest at current rates (now 17.25 percent) is payable for each month overdue.

Mr Landsberg said the 14 day deadline for electricity and water was unreasonable and should be extended to 21 days.

But until a new receipting system and direct bank debiting is implemented the method of extending this period has to be carefully considered, he said.

Exco adopted his proposal that the normal due date still be put on accounts but that staff be told to impose the penalty charge only seven days later.

Filing of thousands of envelopes would be done away with, Mr Landsberg said.

**Union marches
on exchange**

CT 12/6/93

JOHANNESBURG —
Several hundred
Saccawu members
staged a peaceful march
here yesterday and
handed a memorandum
to the Johannesburg
Stock Exchange, urging
it to apply pressure on
Shoprite/Checkers to
reinstate a nine-year-old
union recognition agree-
ment.

More than 10 000
Saccawu members have
been on strike at Shopri-
te/Checkers branches
for five weeks — Sapa



h consensus ● Strikers say Sono has hired vigilantes

Sowetan 11/6/93

Not finger lickin' good

By Ike Motsapi

MR JOMO Sono, Soweto businessman and owner of Jomo Cosmos Football Club, has allegedly employed vigilantes to break a strike by workers at his Kentucky Fried Chicken franchises

The striking workers, all members of the SA Commercial, Catering and Allied Workers Union, yesterday said they had seen Sono giving firearms to vigilantes he had allegedly hired from

Wolhuter Hostel in Jeppestown, Johannesburg.

They further alleged that they were chased away by armed men while picketing outside Sono's businesses

Sono dismissed the allegations. He said the pickets were "a smear campaign to bring my businesses down"

About 23 Saccawu members employed by Sono at three Kentucky Fried Chicken outlets in Soweto have been on strike since May 6 demanding the reinstatement of a dismissed colleague, Mr

William Vukeya

Sono told *Sowetan* he dismissed the workers after they had breached a recognition agreement signed between himself and Saccawu

He said the agreement stipulated, among other things, that managers fell under his administration and not Saccawu's

"Vukeya was a manager and he pleaded guilty to have stolen some chickens and money. He accepted that he was guilty and he has left," he said



**Workers to
march**

Sowetan 11/6/93

THE striking 10 000 workers at Checkers/Shoprite stores will today march to the Johannesburg Stock Exchange to urge the company's shareholders to force management to accede to their demands. This is despite the on-going talks between management and the SA Commercial, Catering and Allied Workers Unions to resolve their dispute.

~~(2)~~ ~~(140A)~~



LABOUR

Checkers strike was avoidable

Bungling on both sides led to a strike that could have been averted at Checkers/Shoprite,

reports **FERIAL HAFFAJEE**

w/mail 11/6-17/6/93.

ONE of the saddest things about the month-old strike at Checkers/Shoprite by 10 000 South African Commercial Catering and Allied Workers Union (Saccawu) members is that it was avoidable

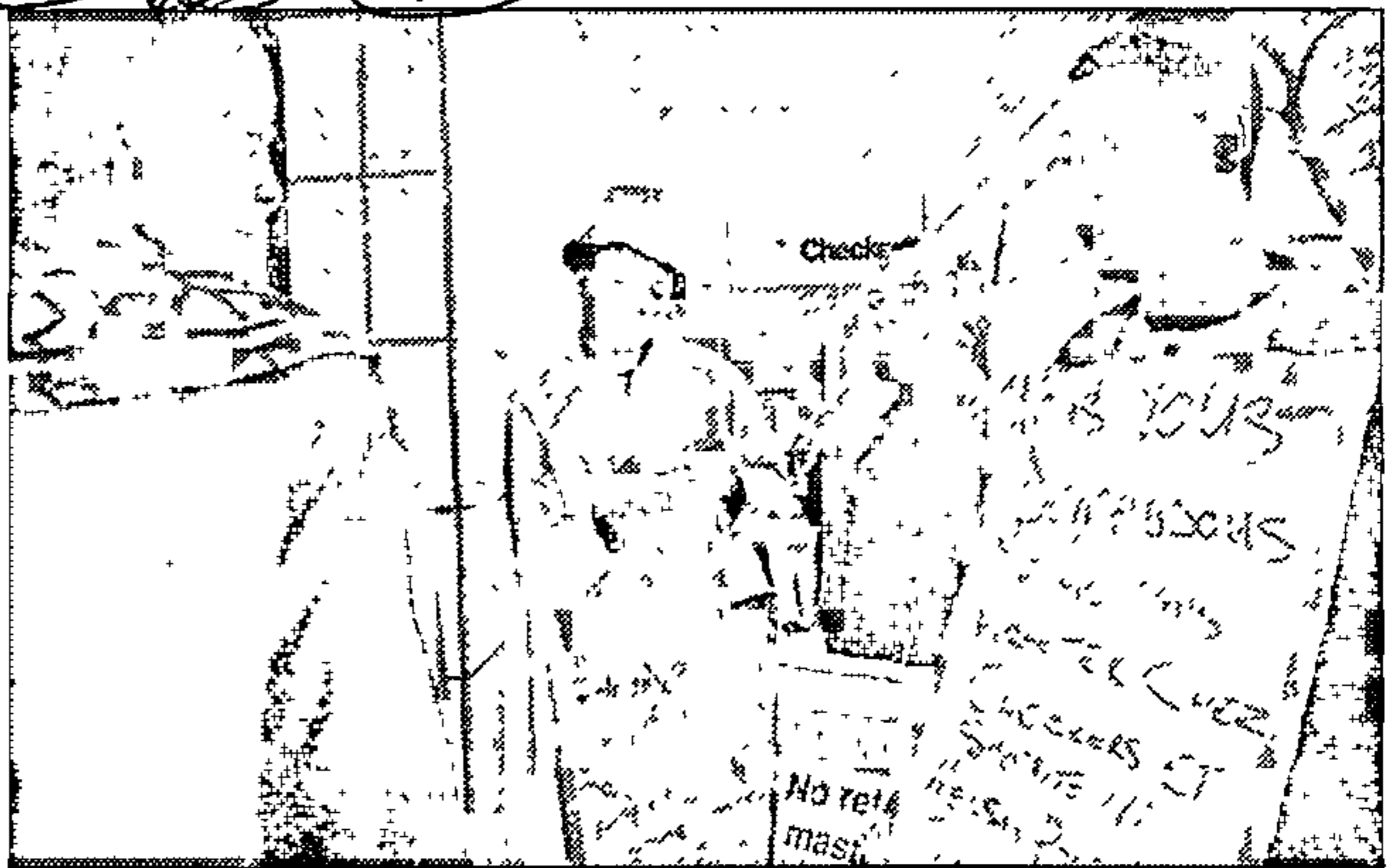
If negotiation — the golden rule of good labour relations — had been adhered to, a strike could have been averted. Instead, the strike is a tale of bungling, both by the newly merged retail chain and by the union.

The union and the company were yesterday involved in a last-ditch bid to resolve the situation. Checkers/Shoprite announced on Monday that it would retrench 2 500 of the striking workers and close two stores later this month. It also announced that it would apply to the supreme court to have the strike declared illegal and will implement salary increases.

The Checkers/Shoprite management team erred by unilaterally cancelling a nine-year-old recognition agreement it held with Saccawu — a majority union. It was an unfair labour practice which threw the union into disarray.

Saccawu was suddenly stripped of its majority union status, its stop-orders were not deducted, its officials were denied access to stores and a negotiated grievance procedure was ignored.

Coming soon after the buy-out of Checkers by Pepkor and the merger with Shoprite — which had brought reduced pay packets and a less progressive labour relations regime in its wake — it



French revolution ... Strikers at Checkers Hillbrow try to persuade a shopper not to enter the store. Their notices are in French to get the message across to the many immigrants from francophone Africa in the area

Photo: LUANNE CADD

made an insecure workforce militant.

But the union was informed of the company's intention to scrap the recognition agreement in September last year and failed to take the lead in negotiating a new agreement and limiting the damage before differences became irreconcilable. (The union acknowledges that the merger requires new recognition agreements.)

Instead, Saccawu was wracked with internal politics and diverse strategies.

Early last year, an industrial court judgment ordered the company to negotiate store closures

with the union and was promptly overturned on appeal. After a year of conflict, involving retrenchments and threatened store closures, the union called for a national boycott of Checkers in November last year.

The day after this announcement, Saccawu general secretary Papi Kganare sent out another statement denying the boycott.

Faced with a trade union that obviously did not have its act together, Checkers/Shoprite exploited the gap. It cancelled the recognition agreement and dug in its heels.

Sources suggest the company intended to lead the union into strike action to affect its restructuring needs. They point to a Checkers/Shoprite announcement this week that bad trading conditions dictated the retrenchment of 2 500 workers and the closure of two stores.

And, although Saccawu had many months to challenge the cancellation of the recognition agreement and the change in working conditions in the courts, it did not.

The dispute was only really taken up concretely when Saccawu chief negotiator Jeremy Daphne returned from sabbatical in April.

Daphne this week denied that the union had been led into a trap. He said "The company did not believe Saccawu would conduct industrial action on the level and intensity which we have (This has) impacted on their trading and image."

The union's leadership had been mandated to continue with the strike, despite the fact that the union has no strike fund and no relief money is being collected by strike support committees.

This illustrated the degree of "militancy and aggrievement" of the Checkers workers, said Daphne.

Countdown to a strike

●1984: Recognition agreement concluded between Saccawu and Checkers. Prior to this strike, there has only been one other six-day strike at the company by Saccawu members.

●October 1991: Checkers workers picket to protest against the sale of the grocery chain to Pepkor.

●December 1991: Two months after the sale, the union alleges key shop-stewards are being systematically dismissed.

●January 1992: An industrial court judgment compels Checkers to negotiate all store closures with Saccawu, but is overturned when the company seeks an urgent review.

Checkers says some rationalisation is imperative. The company lost R8,3-million in 1991, at the time 40 stores were in the red and 10 of its warehouses were unprofitable.

●March 1992: Checkers proposes a wage freeze saying that 130 stores are running at a loss.

●September 1992: Checkers/Shoprite alerts Saccawu to its plans to cancel the recognition agreement.

●October 1992: The dismissal of workers who went on

strike to protest against a "racist campaign" at the company's Heidelberg store sparked nationwide industrial action.

Workers at the store, alleged that the manager displayed a photograph of himself in full Afrikaner Weerstandsbeweging regalia in his office and unfurled an AWB flag to incite them.

Managers offices, till points and cash offices around the country were occupied, while most stores were picketed.

●November 1992: Saccawu announces a nationwide boycott of Checkers/Shoprite, but its general secretary denies this in a public statement.

●January 1993: Checkers/Shoprite unilaterally cancels a recognition agreement with Saccawu.

●May 8 1993: National strike by Saccawu members begins at Checkers.

●June 8 1993: Strike is intensified after a month of sleep-ins, arrests, the break-up of pickets by police and in one case, the use of prison labour at a Checkers/Shoprite store.

●June 9-10 1993: The parties meet to attempt to resolve the strike by mediation for the second time in two weeks.

●See PAGE 14

Free breakfast, just up your street ...

South 12/6 - 16/6/98

By Edwina Booyesen

THE BEST THING since sliced bread is a protest feast on a supermarket floor.

That was the scene at the Shoprite/Checkers store in Mitchells Plain on Wednesday morning, prompting management to close shop for several hours.

The action was part of a campaign by the Western Cape Unemployed Workers' Union (Wecuwu) for bread and milk.

The store's manager was unable to stop more than 30 hungry workers who decided that a whole loaf was better than none (HOF). They workers entered the store,

headed straight for the fridge and shelves and settled down in the aisles to enjoy their breakfast

Wecuwu's regional secretary Mr Mongezi Bobelo claimed Shoprite "promised" the organisation free bread and milk.

"When we entered the shop the manager closed the doors and

refused to listen to our demands or accept our memorandum," he said "He called the police and two of them tried to get us to leave."

Wecuwu's members later tried to leave with their "shopping" But they were stopped by the manager who used his loaf and said they should finish the food on the spot

In response, several union members emptied the contents of milk cartons on the floor.

Bobelo said Wecuwu's action was also in support of members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), on strike against Shoprite/Checkers.

By Edwina Booyen

SHOPRITE/Checkers and Pep Stores are among the shops that face a national boycott called by the South African Catering and Allied Workers Union (Saccawu) and the Congress of South African Trade Unions (Cosatu). (S) Cosatu has called for a boycott of all Pepkor companies in support of Saccawu's national strike at Shoprite/Checkers. (S)

The shops affected are Shoprite/Checkers and Pepkor subsidiaries — Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatmans and Kappa. (UDFA) "Shoprite/Checkers management are among the most backward and reactionary employer groups in South Africa," a Cosatu spokesperson said.

"Their handling of the strike, including brutal harassment of striking workers and calling in security forces and prison labour in an attempt to crush the strike, has shown that they can only be shaken by decisive mass action."

About 80 Saccawu members picketed outside Shoprite/Checkers in Mitchell's Plain on Wednesday.

A Saccawu spokesperson said the industrial action will continue until Saturday.

Strikers gathered at Bishop Lavis Magistrate's Court on Tuesday in support of 22 workers appearing on a charge of intimidation.

The charge followed a picket outside Shoprite/Checkers in Charlesville last week.

Workers were released on R200 bail each and are to appear in court again on July 30.

Saccawu spokesperson Mr Jeremy Daphne said Shoprite/Checkers management has applied for a

... and there's a boycott too

South 1216 - 11616193



WALKING THE LINE: Striking Shoprite workers in Mitchell's Plain urge shoppers to take their business elsewhere

Photo Yunus Mohamed

Supreme Court order to declare the strike illegal, on the grounds of irregular balloting.

"Preparations to oppose the application are underway," Daphne said.

Saccawu and Shoprite/Checkers management are to meet on

Wednesday to address the dispute.

● Pepkor group communications manager Mr Hennes Schreuder said it was unfortunate that Pep Stores was being targeted for boycott action.

"Our people, as far as Saccawu and Sactwu (South African Cloth-

ing and Textile Workers Union) are concerned, are happy people," Schreuder said.

"We are strides ahead of other companies and have made wonderful deals where both the union and the company get involved and are happy."

'Union pressure blocks hospital clerk's promotion'

S/ Times (C/metro) 12/6/93
By AYESHA ISMAIL

THE Public Service League of South Africa (PSL) is threatening to take action to reinstate a Zulu hospital worker whose promotion was "temporarily cancelled" after pressure from a rival union.

Mr Temba Xaba, a clerk at Red Cross War Memorial Children's Hospital, was temporarily removed from his new post as an administrative clerk this week, after the National Education Health and Allied Workers Union (Nehawu) objected to his appointment.

The objection, according to hospital staff, included that Mr Xaba was not a member of Nehawu and that he is believed to be a member of the Inkatha Freedom Party (IFP).

Spokesman for the PSL, Mr Neville Petersen, said Mr Xaba was informed by letter of his appointment as from May 1.

"Mr Xaba was then informed by management that Nehawu objected to his appointment, with the result that he was unable to execute his duties," Mr Petersen said.

Experience

Mr Petersen said Mr Xaba had worked as a clerk for several years and was promoted on merit.

"While he does not have the qualifications for his new job, he certainly has the experience.

"Two members of Nehawu also applied for this job, but they did not have the experience," Mr Petersen said.

The PSL has demanded that Mr Xaba start his new job tomorrow.

Cape Provincial Administration Director of Labour Relations Mr Pierre Oosthuizen said Mr Xaba had been "temporarily removed from his post to defuse the situation at the hospital".

A meeting will take place this week between the CPA, Nehawu, and the PSL.

Nehawu could not be contacted for comment



Overtime ban

5 times
OVER 20 000 motor assembly workers began a national overtime ban in protest against a six per cent wage offer this week. 1316193

The National Union of Metalworkers of SA has demanded a 15 per cent wage increase over and above the inflation rate spread over the next three years. (140A) (SA)

Workers get a bum deal

C/Press 13/6/93

By FRED KHUMALO

(140A)

WOMEN workers at a Natal poultry farm do not wear panties on the chicken breeding premises – and that's by official decree.

The stark naked truth came to light following the dismissal of about 400 workers when they demanded they be allowed to wear panties

To check that rules are not broken, workers say male supervisors feel the women's bottoms daily

National Chick Farms managing director Mike Walne said rules requiring workers to change clothes were standard throughout the poultry industry as clothing could be a possible source of germs

Unusual

Walne found it surprising that workers were now questioning the unusual dress rule, which had been in operation for 12 years.

The Food and Allied Workers' Union confirmed the union had intervened and was demanding the unconditional reinstatement of the workers.

But the workers have refused to go back until the company agrees to scrap the unusual dress code.

On entering the breeding premises, the women take off their clothes – panties and shoes included – and get into specially designed short pants.

The Fawu official said the company rule was that supervisors were entitled to examine the women's private parts to ascertain the absence of the essential underwear

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Supermarket strike is over

SHARON SOROUR
Labour Reporter

SUCCESSFUL mediation has ended the five-week strike over a cancelled recognition agreement by more than 10 000 Shoprite Checkers workers

In a joint statement, Shoprite Checkers and the SA Commercial, Catering and Allied Workers Union (Saccawu) said a settlement had been reached with the help of Independent Mediation Services of SA

All lock-out, strike and boycott action would end immediately, said Ms Adele Gouws of

Shoprite Checkers and Mr Jeremy Daphne of Saccawu

Both parties agreed to continue negotiations on a wide range of issues.

Workers went on strike on May 8 in protest against the company's cancellation of a nine-year recognition agreement with the union, and the unilateral imposition of a new agreement, which workers said severely curtailed their rights

Ms Gouws refused to comment on the details of the settlement, saying the company had no comment other than the

statement by both parties.

Mr Daphne was in a press conference **ARG 14/6/93**

Violence has dogged the strike, with several picketing workers being arrested.

Mediation last month was suspended after it became clear the dispute would not be resolved

Last week the company announced it would close at least two stores and retrench at least 2 500 workers as a result of the strike, which had aggravated adverse trading conditions.

Shoprite/Checkers dispute 'nearly over'

HOPES are high that a settlement can be reached soon in the dispute between Shoprite/Checkers and the SA Commercial, Catering and Allied Workers' Union. Both parties expressed optimism that talks which resumed over the weekend would resolve the five-week, countrywide strike by about 10 000 workers. Neither side would comment on how the meetings had gone, but both hoped a settlement could be reached early this week.

The meetings were chaired by Independent Mediation Services of SA panelist John Brand, but were not officially de-

scribed as "mediation". However, full mediation could be invoked later.

Sapa reports that a march by several hundred Saccawu members to the JSE on Friday went off peacefully. A memorandum was handed to a JSE representative demanding reinstatement of a cancelled recognition agreement; that planned store closures not lead to job losses, that the company negotiate in good faith, and that it recognise Saccawu as the sole bargaining union.

ERICA JANKOWITZ

S/Day 14/6/93

(40A)

Unions get set to strike hammer blow

Star 14/6/93

THE general secretaries of five Cosatu-aligned public sector unions are expected to finalise by the end of this month joint proposals for industrial action which they intend should culminate in a general strike from mid-July.

The five unions, representing at least 200 000 workers in education, health, municipal services, telecommunications and the Post Office, are attempting to force the Government to double its 5 percent wage offer, and revise its proposed Public Sector Labour Relations Bill by extending strike rights to public sector workers.

At a meeting in Johannesburg last week, the five unions assessed their individual states of readiness for industrial action, established a committee of the general secretaries to amalgamate the various proposals for action, and resolved that they would not permit the Government to side-track them into protracted negotiations with individual State departments.

Meanwhile, the participation of moderate staff associations in a decision by the Public Sector Caucus, representing all public sector workers paid by the State, to demand a meeting with the Government is interpreted by Cosatu-aligned representatives as a significant shift in public sector attitudes and an endorsement of the tougher stance adopted by the Cosatu unions.

The caucus, which includes union and staff association representatives from across the spectrum of opinion in the public sector, met earlier this month in the wake of the teachers' crisis.

It was initially critical of the South African Democratic Teachers' Union's independent action against the Government, which led to the round of crisis meetings that pre-empted the planned strike by 80 000 teachers. But the action was largely accepted as a vindication of the teachers' approach.

The five public sector unions' states of readiness for action are:

● The Post and Telecommunication Workers' Association has declared disputes with the Post Office and Telkom, but is in a 30-day cool-off period that prohibits it from balloting until

Labour Correspondent
PAUL BELL reports on the readiness of Cosatu-aligned trade unions to wield their muscle.

early next month. Telkom has announced its intention to terminate the interim recognition agreement with Potwa.

The National Education, Health and Allied Workers' Union cannot ballot because it falls outside the Labour Relations Act, but will consult its members before taking a final decision at its central executive committee meeting on June 28.

Nehawu general secretary Phillip Dexter said the union leadership had been cautious about strike action after last year's debilitating strike, but pressure from the membership makes further strike action almost inevitable.

The South African Municipal Workers' Union is expected to complete balloting its 71 000 members next week on strike action. A final decision will be taken by its central committee. There are 165 000 municipal workers nationwide.

Sadtu has suspended its strike but will decide how to proceed at its congress starting on July 5. Already, significant points of difference with the education departments have emerged since talks resumed after the May strike crisis.

Rejected

The Department of Education and Training, for example, wants salary increases to be determined in the new National Education Forum, and the Department of National Education wants to focus increases on lower-paid teachers. Sadtu rejects both these positions.

And while the Department of National Education has agreed to stop further retrenchments and rationalisations, Sadtu wants those teachers who've already lost jobs to be reinstated.

Finally, the Union of Democratic University Staff Associations is said to be undecided over its relationship with Cosatu, and uncertain on the question of centralised bargaining. Its participation seemed last week to be in some doubt □

Sowetan 1446193
KFC 'to revoke agreement'

KENTUCKY Fried Chicken stores are to cancel a recognition agreement signed with the South African Commercial Catering and Allied Workers Union (Saccawu) (140A) (122)

This was said by Soweto businessman Jomo Sono, whose three Soweto outlets have been hit by a work stoppage sparked off by the dismissal of a worker on May 6

He said Saccawu had been informed about this.



Hopes high to settle Checkers dispute soon

CT 1416193
140A
JOHANNESBURG — Hopes are high for a settlement early this week in the dispute between Shoprite Checkers and the South African Commercial, Catering and Allied Workers' Union (Saccawu)

Both parties were optimistic about talks which resumed at the weekend to resolve the five-week, countrywide strike by about 10 000 workers.

Sapa reports that several hundred Saccawu members held a peaceful march to the JSE on Friday

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Strike at Shoprite/Checkers ends

BIDAY 15/6/93

ERICA JANKOWITZ

THE five-week Shoprite/Checkers strike has ended, with the company and the SA Commercial, Catering and Allied Workers' Union reaching agreement on Sunday after a marathon mediation process.

Saccawu spokesman Jeremy Daphne said the 10 000 striking workers were scheduled to return to work on Thursday but would be paid from tomorrow.

The agreement, described by the union as "a victory for the working class", includes the reinstatement of certain clauses of the cancelled recognition agreement, covering union recognition, access, shop steward and negotiation rights and industrial action provisions (S) (40A) (S)

The company also agreed to recognise Saccawu as having the right to bargain directly on wages and not on a shared platform with minority union the National Union of Distributive and Allied Workers. Wage negotiations are expected to resume early next week. The parties are also scheduled to meet on the question of store closures and retrenchments.

The company said the settlement contained the union's "commitment to the negotiation of a new recognition and procedural agreement" It said the reinstated

To Page 2

Strike BIDAY 15/6/93

From Page 1

clauses were an interim measure to facilitate this process. "The interim agreement, through agreed new provisions, fully addresses the company's major concerns with particular provisions of the now defunct old agreements (S) (40A)

The parties have four months to conclude negotiations on the new agreement.

Agreed return-to-work provisions include the removal of all temporary and casual workers employed during the strike, and that the company will not prosecute strikers unless for "gross misconduct". Any disagreement on "gross misconduct" would be decided at arbitration.

Saccawu estimated Shoprite/Checkers experienced a 60% downturn in business during the boycott action supported by Cosatu, but the company refused to comment. A rough calculation of lost earnings pointed to about R13m, but Saccawu said its members had been prepared to forfeit their pay to push the point that "employees won't tolerate management's dictatorial attitude for lousy jobs" (S)

Picture: Page 3

'Victory' for domestic workers

15/16/93
Day
ERICA JANKOWITZ

COSATU has described the proposed amendment of the Basic Conditions of Employment Act to include domestic workers, as tabled in Parliament last week, as "a victory for all those who have been struggling for basic rights for domestic workers over the past years" (478)

Cosatu said some wording problems and "inappropriate provisions" on working hours existed in the present proposal, but it believed that these could be sorted out. (294)

It said the amendments are largely in line with what Cosatu proposed.

It also called for the extension of the Labour Relations and Wage Acts to domestic workers as present legislation "was very limited" in securing their rights. (465)

Sapa reports that Cosatu said this was the first step in implementing the agreement made between gener-

al secretary Jay Naidoo and Manpower Minister Leon Wessels to extend full labour rights to domestic workers by the end of 1993.

Cosatu said it was important that the Bill be steered through Parliament and implemented urgently.

"Although a significant advance, it must be borne in mind, however, that the provisions contained in the Basic Conditions of Employment Act are very limited and way below the standard achieved where workers have organisational rights. (467)

"This underlines the importance of extending the Labour Relations Act and Wage Act to domestic workers and others, including farm workers who have been excluded from protection by these Acts," the Cosatu statement said.

By Paul Bell
Labour Correspondent

Ten thousand striking Shoprite Checkers employees will return to work on Thursday following a major climbdown by the chain after a five-week battle with the South African Commercial Catering and Allied Workers Union (SACCAWU)

In a statement, Shoprite Checkers — which mostly refused to comment on the strike — confirmed the settlement, saying it hoped the resolution of the strike would restore “a healthy industrial relations environment for the benefit of the company, its employees and customers”.

The strike has seen at least 600 arrests, clashes between strikers, police and in some instances, right-wing activists, as well as a consumer boycott which, Saccawu claims, saw chain trading volumes slump by up to 60 percent.

The union has won its battle for the reinstatement of the recognition agreement management terminated six months ago, but the question of retrenchments — the chain has warned of its intention to close stores and let go 2 500 of Saccawu's members — remains subject to negotiation.

Soft-pedal

The union expects, however, that Shoprite, having taken a drubbing, will soft-pedal on this issue

The chain and the union entered mediation last Wednesday and Thursday, resumed on Saturday and pursued their negotiations — despite a temporary collapse — until 8 am on Sunday when a deal was struck.

The two sides are expected to enter wage negotiations within a week — but this time without the National Union of Distributive and Allied Workers, a Cape-based minority union from the Shoprite side of the chain to whose presence in wage negotiations Saccawu had taken strenuous exception

The basis on which Saccawu members will return suggests a significant victory for the union. The agreement includes anti-victimisation clauses and loan facilities to workers, who are estimated to have lost up to R13 million in wages

Disciplinary action against strikers will be handled “with sensitivity and understanding”.

The union will in turn allow management's approach to guide its attitude towards its own allegations of misconduct by some managers

An exhausted but “extremely satisfied” Saccawu strike team said the union had achieved all its major objectives.

metro

Union claims Checkers victory

Star 15/6/93

A hard day's night

Aug 15/6/93

18-hour drama, marathon mediation end bitter chain store strike battle

SHARON SOROUR
Labour Reporter

It took 18 hours of drama, all-night mediation and the bitter 34-day strike by more than 10 000 Shoprite Checkers workers, according to union negotiator Mr Jeremy Daphne

Shedding light on the talks which finally resolved the dispute, Mr Daphne, of the SA Commercial, Catering and Allied Workers' Union (Saccawu), said agreement was reached at 8am yesterday

Mediation, by the Independent Mediation Services of SA, began on Sunday, but collapsed yesterday at 6am, he said

"Settlement was reached through a last-ditch round of across-the-table negotiations, ending a drama-filled 18 hours," Mr Daphne said

He said the five-week strike was "probably one of the union's

most important and successful campaigns to date, with management being faced with an anticipated show of force, and the union achieving all major strike objectives, both at a principled and practical level"

He said the union estimated that the company's trading volumes fell by 60 percent during the strike, which had exposed Pepkor's "antiquated and harsh industrial relations practices" to the public, generating large amounts of criticism

Workers went on strike on May 8 in protest against the cancellation of the union's nine-year recognition agreement, replacing it with a revised agreement

SHOPRITE Checkers

The settlement agreement included the following

- Reinstatement of Saccawu's recognition as a union by the company,

- Reinstatement of the major sections of the old recognition agreement, including access, shop steward rights, negotiation rights and industrial action provisions,

- The establishing of interim grievance and disciplinary procedures, involving quick processing of grievances and appeals against discipline, until new procedures are negotiated,

- Wage negotiation will proceed independently between the Saccawu and the company, with-

out any other union being involved, and

- Both parties have committed themselves to negotiating a new, amended recognition agreement within four months

Mr Daphne said "extensive" return-to-work provisions were included in the agreement, including anti-victimisation clauses, which also covered casual labourers, a return to work on June 17 but pay from June 16, loan facilities, with loans paid within 24 hours of application and the removal of "scabs"

Strike-related discipline would be applied only in serious cases, with a commitment that the issue would be handled "with sensitivity and understanding"

A committee of union officials and management would deal with allegations of serious misconduct by union members, and where disagreement arose, binding arbitration would be applied

Mr Daphne said the union would bring allegations of seri-

ous misconduct to the company's personnel manager

Mr Daphne said the parties had not reached agreement on the company's decision to close stores or retrench workers. These issues would be addressed separately

"In the light of recent developments, the union is confident that the company will approach this matter with extreme caution," Mr Daphne said

The strike involving "unprecedented levels of mobilisation" demonstrated to big business that workers were not prepared to accept jobs at all costs, and were ready to defend trade union rights

In a statement, Shoprite Checkers — which mostly refused to comment on the strike — confirmed the settlement, saying it hoped the resolution of the strike would restore "a healthy industrial relations environment for the benefit of the company, its employees and customers"



Strikers will go back to work

Sowetan 15/6/93
■ **DISPUTE RESOLVED** Mediation service

referees talks between Saccawu and Pepkor :

By Ike Motsapi

THE strike by more than 10 000 Shoprite-Checkers workers is over and they are expected to return to work on Thursday. Pepkor management, which is the holding company of Shoprite-Checkers stores, and the South African Commercial Catering and Allied Workers Union reached agreement on Sunday after hours of negotiations.

The talks were refereed by the Independent Mediation Service of South Africa.

Members of Saccawu have been on strike since May 8 over the termination of a recognition agreement by management.

Pepkor cancelled the agreement in December 1992 after it took over control of Checkers stores. Shoprite-Checkers spokesman Miss Adele Gouws and Saccawu's Mr Jeremy Daphne said lock-outs, consumer boycotts and the industrial action would end immediately.

The settlement included the following:

- Reinstatement of the recognition of the union,
- Reinstatement of the major sections of the recognition agreement which included access to company facilities, shop steward rights, negotiation rights and industrial action provisions,
- Wage negotiations would now proceed between the union and the company without the National Union of Distributors and Allied Workers Management previously insisted that Saccawu and Nudaw jointly negotiate on the same forum during wage talks,
- Interim, grievance and disciplinary procedures, involving quick processing of grievances and appeals against discipline, had been established until new procedures were negotiated,
- Anti-victimisation clauses which also cover casuals,
- A return to work on June 17 and that workers be paid from June 16,
- All scabs employed during the strike be removed.

Sowetan 15/6/93

Bread ~~price~~ price hike slammed

By Joe Mdhlela

THE increase in the price of bread would continue to erode the living standard of blacks, the Congress of South African Trade Unions said yesterday (14/07)

Condemning the hike as unacceptable—the price of white and brown bread will go up by eight cents and 14 cents, respectively from July 1.—Cosatu spokesman Mr Neil Coleman said the decision to increase the price was insensitive

The increase came at a time of mass retrenchments and joblessness. The argument that food prices were set by the market was not a good enough excuse

He said Cosatu would intensify its campaign against high food prices and would oppose the increase in the bread price.

Coleman said Cosatu would also seek ways to democratise the control boards which, he said, did not represent the interests of the majority.

Cosatu would consult its allies, civic associations, welfare organisations and consumer groups before taking up any position on the matter.

Zulu fears for life after job promotion

SHARON SOROUR
Labour Reporter

A ZULU worker at the Red Cross Children's Hospital, promoted to a post for which he is under-qualified, fears for his life.

Mr Themba Xaba, a member of the Public Service League (PSL), and his wife have had death threats after a row between the PSL and the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu) over his appointment as an administration clerk.

The PSL has threatened to go on strike at the hospital if its talks with the Cape Provincial Administration today are not satisfactory.

Mr Xaba has refused to speak to the Press, but, according to PSL spokesman Mr Neville Petersen, he has worked at the hospital for nine years.

"From time to time the hospital has employed him in the reception area because he is proficient in Zulu, Xhosa, English and Afrikaans," Mr Petersen said.

"Although he does not have a Standard 8 certificate, and is therefore not qualified for the post of administration clerk, the PSL felt he was qualified on the basis of his experience and negotiated with the Commission for Administration to allow him to apply," he said.

Two Nehawu members, who were better qualified, also applied, but Mr Xaba was appointed.

Mr Petersen accused Nehawu of objecting to Mr Xaba's appointment and discriminating against him because he was a Zulu, a PSL member and allegedly a member of the Inkatha Freedom Party.

Mr Petersen said: "I find it very hard that Nehawu is objecting to a low-paid staff member being upgraded."

Union spokesman at the hospital Mr Wilfred Alcock said Mr Xaba's alleged membership of the IFP, and his Zulu ethnicity, were "non-issues".

"The real issue at stake is the appointment procedure, reneging on agreements by management and the overall injustice to workers at this hospital."

Mr Alcock said Mr Xaba did not have the necessary qualifications and Nehawu had an agreement with management "that this fact be acknowledged" and that other employees be eligible for the post.

"This management did not do. Instead they delayed the appointment until the Commission for Administration altered the requirements for the post, after which Mr Xaba was again interviewed.

"Management's insistence on promoting Mr Xaba has prejudiced other employees who have the qualifications and experience to fill the post." ARG 16/6/93

Nehawu will meet CPA officials tomorrow to discuss the matter. (1407)

● IFP regional spokesman Mr Malcolm Bagley refused to confirm that Mr Xaba was a member of the party, saying it was "not the issue", and the CPA declined to comment until negotiations with both unions were finalised.

Union and Carlton Paper in row over funds

CARLTON Paper had not transferred an estimated R20m in a pension fund actuarial reserve to a negotiated provident fund, the Paper, Printing, Wood and Allied Workers' Union alleged yesterday

Union spokesman Rob Rees said these monies had been owed to the provident fund since it was established in 1989. He said there was no reason for the company to withhold these monies.

He said four years ago, the union had received an assurance from the company that a proportion of the pension fund surplus would be transferred to the provident fund.

"This surplus should not only benefit those who remain on the pension fund," Rees said.

Friday 17/6/93
ERICA JANKOWITZ

A company spokesman said the allegations were "untrue and mischievous". He said actuarial reserves plus a negotiated share of the reserve had been transferred to the provident fund when it was implemented.

Subsequent legal opinion obtained by both provident and pension fund trustees confirmed that Carlton had more than met its legal obligations.

Members of the union are on the board of provident fund trustees.

The union is planning a march on Carlton Paper headquarters on Friday, June 25 and is expecting more than 1 350 workers to participate.

Chain store denies climbdown claims

Star 17/16/93

140A

152 SP

Staff Reporter

Shoprite/Checkers has reacted angrily to claims by the SA Commercial, Catering and Allied Workers' Union that the chain store backed down, resulting in an agreement which ended a gruelling six-week strike.

It has also objected to reports in The Star in which Saccawu claimed it had achieved a victory over the chain store — described as a "major climbdown" by Shoprite/Checkers.

Human resources director Callie Burger said in a letter to The Star that, contrary to claims by the union, the me-

diation process which led to the conclusion of the strike had been a success

Burger accused The Star of biased reporting

"Without the intervention of a mediator it is unlikely that the dispute would have been settled at this stage," Burger wrote.

He added that the chain had not reinstated the recognition agreement

According to Burger the interim agreement was put in place purely to end the strike and result in a new recognition agreement, which needs to be drawn up within 120 days.

Notwithstanding a joint statement on the strike, the union had held a press conference within 36 hours to

claim "a victory for the working class" and implied that the company's agreement had been a massive surrender, Burger stated

He said the company hoped this was not the manner in which the union planned to adhere to other important clauses in the agreement.

Burger added "There is little in the interim recognition agreement which was not offered to the union before the commencement of the strike action some six weeks ago."

● The Star's Labour Correspondent, Paul Bell, has taken careful note of Shoprite/Checkers' comments. He stands by his interpretation of the settlement.





Numsa's national negotiations co-ordinator Les Ketteldas (right) and national organiser Chris Lloyd at yesterday's news conference in Johannesburg. Picture GARTH LUMLEY

Numsa irked by Seifsa offer

ERICA JANKOWITZ

SEIFSA had failed to see the importance of Numsa's proposed three-year plan and had reacted inappropriately by offering below-inflation increases, Numsa national bargaining co-ordinator Les Ketteldas said yesterday (18/6/93) (140A)

He said the union had put time and effort into persuading its almost 180 000 members in the sector that the plan was to their long-term benefit, but management had failed to recognise the scheme's benefits

One positive concession was Seifsa's agreement to reduce job grades from the current 13 to five by July 1996, he said. (142)

Another breakthrough was Seifsa's agreeing to look at a work security fund

Ketteldas described motor industry negotiations as "disastrous", saying the parties had yet to complete the 1992 wage round, let alone discuss the three-year plan.

Strike action 'likely to sweep public sector'

B/Dewy 18/6/93

COSATU yesterday predicted that a wave of strike action would sweep the public sector from mid-July. (1407)

This could involve about 160 000 workers in municipal, health and local government services, as well as posts and telecommunications. (152)

Organising department head Zwelinzima Vavi said all Cosatu affiliates representing workers in the public sector were in dispute over wages and restructuring.

The National Education, Health and Allied Workers' Union (Nehawu) — Cosatu's only affiliate party to the public sector caucus — reiterated its demand for re-opening negotiations on wage increases.

The 5% ceiling set for all public servants had been rejected by all unions, he said.

Nehawu had started balloting members in preparation for strike action although it was prohibited from striking in terms of the Labour Relations Act.

The SA Municipal Workers' Union (Samwu), which had been offered increases from 3%-5%, would start counting votes from its national strike ballot on Monday.

The SA Post Office and Telkom were also in dispute with the Postal and Telecommunications Workers' Association, because of a 5% final wage offer. The union

ERIC JANKOWITZ

would start balloting members from July 4, Vavi said. (152)

If all unions negotiating in the public sector caucus and teachers decided to join the industrial action, about 300 000 workers could be involved, he said.

However, it was reported earlier this week that the majority of public servants represented by the Public Sector League had accepted there was little they could do to improve their 5% wage increase.

Vavi said Nehawu, Samwu and Potwawere scheduled to merge in May 1994. In August, the three unions would meet to finalise merger details.

The union created as a result of the merger would represent about 160 000 workers in the public sector, he said.

On the issue of legislation covering the public sector, Vavi said the Commission for Administration was pushing to have a Bill passed during the current session of Parliament.

Cosatu had objected to clauses relating to the definition of essential services and dispute resolution procedures.

However, it felt there was a good chance the Bill would be passed.

Deadlock looms in wage talks

By Paul Bell
Labour Correspondent

The National Union of Metalworkers of South Africa (Numsa) has put employers in the steel and engineering industries on notice that failure to make a satisfactory wage offer will "snuff out" progress towards the development of an industry-wide consensus on the rebuilding of this sector.

At a Johannesburg press conference last night, negotiator Les Kettledas outlined what Numsa — which represents nearly half a million workers — regards as slow progress in its wage talks with employers in the steel and engineering, auto, tyre and motor industries.

These industries have limited their wage offers to between 4,8 and 7 percent. Numsa is seeking increases of between 9 and 11 percent (140A)

Numsa says its wage talks with the steel and engineering sector, which has offered 6 percent, are "heading for a deadlock". This would also affect discussions in other working groups dealing with skills and training, work organisation, job security, industry bargaining and industrial restructuring.

It has scheduled report-backs at plants for Wednesday — a week before the current wage agreement expires — to seek a mandate from members. It is asking employers to make facilities available for holding the report-backs during company time. (21.1)

Australian-born negotiator Chris Lloyd said Numsa was committed to a long-term approach aimed at enhancing the steel and engineering industry's competitiveness in global terms. "Either this approach is adopted and negotiated over the next three years, or industrial relations will return to the era of the baseball bat."

Shoprite/Checkers Strikers return to work

Star 18/6/93

Labour Correspondent

Employees of the Shoprite/Checkers chain, who have called off their strike after five weeks, have returned to work.

A chain spokesman said the chain was conducting business as usual, although reports reaching union and management offices earlier yesterday suggested there had been a degree of confusion in some stores about the return to work.

(140A)

SA Commercial, Catering and Allied Workers' Union strike co-ordinator Jeremy Daphne has meanwhile complimented the Independent Mediation Service of SA for its work in mediating between the parties.

The process had, he said, "opened up communication channels in a situation where a highly antagonistic relationship prevailed between the parties, and where meaningful dialogue was almost impossible".

(140A)

C

LABOUR

Five-week Checkers strike ends

W/m
18/6-24/6/93
KWA

By FERIAL HAFFAJEE

IT took an all-night mediation session and John Brand — one of the country's top labour brains — to end the 36-day national strike at Checkers/Shoprite last weekend.

Union and management negotiating teams sat through Saturday night trying to hammer out a settlement. Though negotiations broke down at 6am on Sunday, a last-ditch attempt saw an agreement clinched two hours later.

The 10 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) strikers returned to work yesterday.

Anti-victimisation clauses are in place to protect these workers and the recognition agreement, which had been cancelled by the company, has been temporarily reinstated. The union and the company will negotiate a new recognition agreement over the next four months.

Wage negotiations also began again this week — increases should have been implemented in March, but negotiations did not take place because Saccawu was in dispute with the company. Workers will be given back-pay once an agreement is reached.

The union has also successfully negotiated interim grievance and disciplinary procedures which should speed up the solution of workplace grievances.

In effect, the settlement returns Saccawu members to the conditions they enjoyed before the Pepkor buy-out of the grocery chain. In a statement, the union said: "Power relations between the union and Shoprite/Checkers have been shifted significantly."

The successful settlement of the strike has also buoyed the union, which has suffered low morale following the loss of a number of head office officials and spiralling retrenchments of its members.

This week, both the union and the company counted the damages of the strike. Saccawu estimates that Checkers/Shoprite trading volumes were down by 60 percent (the company will not say how much though management did hint that a consumer boycott had bitten).

Taken at an average wage of R1 000 a month, workers lost R10-million in wages.

Cosatu 'too close to the bosses'

A DISCUSSION document emanating from one of the Congress of South African Trade Unions' largest affiliates slams the federation's leadership and direction. The document, *Is holding hands with the bosses the way forward for the workers?*, was written by Trevor Ngwane, national education officer of the Transport and General Workers' Union (TGWU). Initially a paper commissioned by the union to start discussion of the Cosatu's draft Reconstruction

W/Mail 18/6-24/6/93.
Cosatu comes under fire in a discussion document by a member of one of its affiliates, reports FERAL HAJFAJEE

Accord within TGWU, the leadership of the union has now turned its back on the paper, calling it an individual's viewpoint. Ngwane was dismissed from TGWU for writing the paper but was reinstated at a disciplinary hearing

last month. But, as part of the agreement, Ngwane has been made to apologise to Cosatu's leadership and to various affiliates for what may have been viewed as a personal attack on them.

From the tone of the letter of apology, it is obvious that Ngwane has done so under duress (It is the first time that a national office bearer of a Cosatu affiliate has been made to issue such an apology).

The "holding hands" document is a strident, often crude commentary of

Cosatu's campaigns, plans and strategies. Ngwane criticises steps being taken toward co-determination and negotiated policies between workers, business and the state, evident in forums like the National Economic Forum.

He extends this criticism to Cosatu's participation in the National Peace Accord and the National Manpower Commission.

It is on this point that Ngwane is most scathing of Cosatu's leadership. "It is a leadership which spends most of its time not with the workers (but) sitting in committees with bosses. When they appear on TV, it is even difficult to tell who is the boss and who the worker because they are all wearing suits and ties," he says.

In a point-by-point slating of Cosatu's draft Reconstruction Accord he says plans to "restructure the public service" are contradictory. While the document says there will be no golden handshakes, it also calls for integration of the public service.

Cosatu's plans to "mobilise domestic savings and international resources" are a thinly disguised call for nationalisation, says Ngwane, who adds that Cosatu has dropped all open calls for nationalisation.

Instead of a Commission for Reconstruction and Development, Ngwane suggests Cosatu draw up an emergency programme which a new government should bind itself to. "To say that workers must form a committee of reconstruction with the bosses is the same as telling a man in death row to make a committee with the hangman," he says.

Ngwane's emergency programme would include a total ban on retrenchments, a legislated minimum wage, unemployment benefits and pensions for all who need them and armed workers defence units.

Less considered demands he puts forward include the nationalisation of all companies which want to close down and retrench workers as well as the challenge that all government ministers, officials and MPs be paid the same as skilled workers.

In a pointed censure, Ngwane says the federation often cries wolf, by announcing a campaign of which nothing comes. It recently announced a boycott of Paye tax, but subsequently amended this to a demand for an independent tax commission.

"This decision to stop the workers' tax boycott was taken in a central executive committee meeting which did not have a mandate from the workers in the affiliate (trade unions)," says Ngwane.

Although Ngwane often says "we" when he means "I", the debates he raises have struck a cord. Already, the western Cape branch of the TGWU has passed a resolution in favour of the document. And though Cosatu's leadership seems to have brushed the document aside, sources suggest it is winning shopfloor support.

Cosatu has called a special congress in September to discuss and decide on the Reconstruction Accord.

Early indications are that there will be no easy passage for the accord and that debate will be stormy.

Stand by your man: Go on a hunger strike

W/Mail 18/6-24/6/93.
By JACQUIE GOLDING
PETRA BURRILL is on an indefinite hunger strike to protest against the unfair dismissal of her flight engineer husband Graham Burrill by Bopair, the Bophuthatswana government airline.

Burrill is also protesting against the "crushing of unionists by the Bophuthatswana government", she says.

Graham Burrill was dismissed from Bopair earlier this year when he refused to accept changes to his conditions of service following the privatisation of one of Bopair's wings — the Aviation Maintenance and Technical Services (Amtec). He had to reapply for his job following the privatisation.

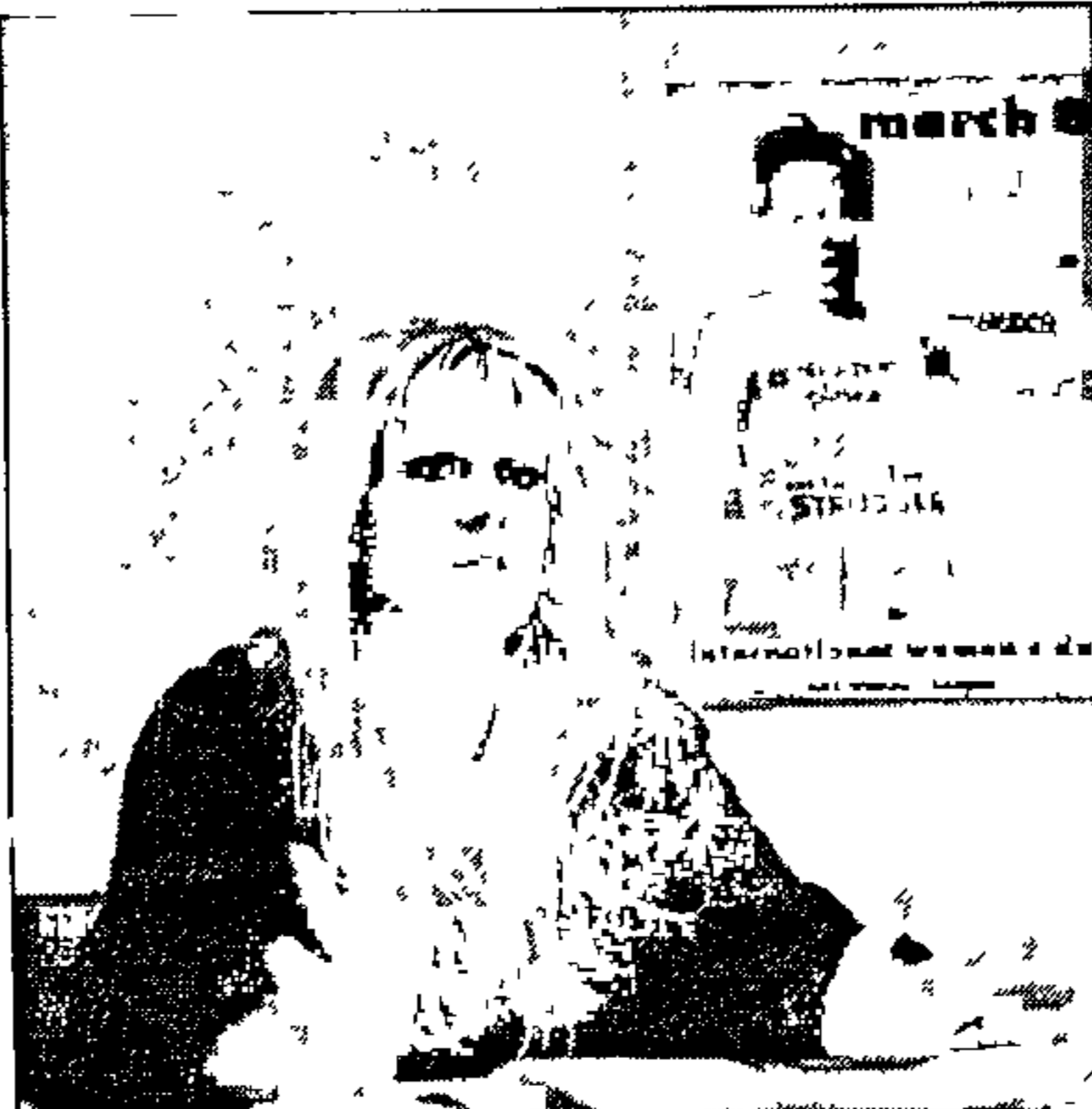
A circular sent out by Bopair at the time assured workers that their benefits would not be affected but Burrill and two fellow employees were demoted and then put on 24 hours' notice.

Following their demotions and the refusal by management to reach a compromise, Burrill and his colleagues went on a go-slow at Jan Smuts airport.

He was suspended after "serious charges" were made against him, but his wife believes he was dismissed because of his "active union work".

Burrill said she would continue her strike until her husband was "compensated" and other people in Bophuthatswana stood up and protested against the unjust labour practices taking place in the homeland.

"It affects me as a wife and mother to see Graham having been demoted because of his union activities. Eventu-



No-eat protest Petra Burrill is on hunger strike to protest against her husband's unfair dismissal by Bopair. Photo: RUTH MOTAU

ally he's dismissed because he refuses to accept the ill-treatment of workers.

"Bopair has blackened his name in the industry and alternative employment is impossible," she alleges.

Burrill took his dismissal to the Industrial Court last month, but lost his appeal on a technicality.

While the presiding officer found "more than a *prima facie* case that Burrill was unfairly treated and dismissed by Bopair", he was forced to find against Burrill because the company subsequently offered him unconditional reinstatement and a second disciplinary inquiry.

His lawyer, Stephen Hardie, says they will take the case on review.

Petra Burrill started off weighing 75kg and had already lost two kilograms by mid-week. She watches her husband have breakfast in the morning and she cooks supper "as usual" for the family.

She will be consuming liquids and according to medical advice should not fast for longer than 15 days.

Burrill plans to sit outside the World Trade Centre today "to bring to the attention of leaders that unions should not be underestimated".

"Dismissal in labour law is the equivalent to the death sentence in criminal law," she says, "and I'll remain on strike until they admit they were wrong in letting my husband go."

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PARTNERS IN PROGRESS

Pyrrhic victory for Saccawu

WHEN management at Shoprite/Checkers reviews the five-week strike which ended this week, they may well conclude they have allowed the union to claim a "victory for the working class" not borne out by the facts.

The claim by the SA Commercial, Catering and Allied Workers' Union (Saccawu), however, is undisputed because management, as so often during the lengthy and acrimonious strike, will not comment. Saccawu may be battered and bruised, but it clearly won the media war.

The union portrayed the company's cancellation of the recognition agreement as a "union-bashing" exercise. It claimed its rights had been violated and said the strike was a matter of principle.

It conceded that members had lost about R13m in wages during the strike, but said it had been worthwhile. In the words of strike co-ordinator Jeremy Daphne, "how do you quantify principles?"

Journalists were invited by the union to numerous briefings and it issued statements on a regular basis. The union made claims of intimidation and harassment, arrests and detentions, boycotts and community support. It even suggested company turnover was adversely affected, saying trading dropped by about 60%.

In response to these allegations the company remained silent. Its general comment was "no comment", and statements issued were curt. No background was offered, no questions answered and no initiative taken. So a distorted

picture of the strike was presented.

The company allowed Saccawu to convey the impression of having defeated it by winning back all its cancelled rights.

Union officials were jubilant at a briefing on Monday, saying the company had underestimated members' resolve on the issue of the unilateral cancellation of the recognition agreement. They said the strike unified membership within Saccawu in the form of solidarity action by workers at other companies.

Saccawu was racked by factionalism a few years ago and has never fully recovered. But on Monday it presented a unified front in claiming its "victory".

The fact is that both parties agreed more than a year ago that the nine-year-old agreement was outdated, cumbersome and no longer appropriate to the new company structure. Negotiations on a new agreement started, but the union's proposals were very different from those of management.

As a result, talks broke down and, in an attempt to force the union back to the table, management gave three months' notice of termination of the agreement. It was entitled to take this step in terms of the agreement and made numerous attempts to sit down with union representatives within the notice period to thrash out a new agreement.

After the old agreement expired, the company still granted Saccawu access and stop order facilities, recognised shop stewards and

so on. At no stage had Shoprite/Checkers withdrawn recognition of the union or substantially changed rights contained in the old agreement.

And so, after 34 days on strike, has Saccawu actually emerged victorious? A source close to the company said the details of the agreement, reached in the early hours of Sunday morning, would suggest the strike had achieved little, if anything. In terms of the settlement, some insignificant clauses of the old recognition agreement will be reinstated for a period of 120 days. Within this period a new recognition agreement will be negotiated by the parties.

The interim agreement does not cover the issue of retrenchment — about 2 000 jobs are set to be lost over the next couple of months. Two stores closed at the end of last week. More store closures are said to be in the pipeline.

The interim agreement also covers a new disciplinary and grievance procedure which is far less cumbersome than the old code. Management will, therefore, spend less time hearing petty disciplinary matters.

The source says these concessions could have been made five weeks ago — before the acrimonious strike which saw about 600 arrests, pickets, sleep-ins, intimidation and lockouts throughout the country.

The effect of the consumer boycott is difficult to gauge. However, the union's costs are easier to assess: about R13m in lost wages, admission of guilt fines paid on behalf of arrested members and a financially weaker company even less able than before to offer improved wages and working conditions.



Saccawu's Jeremy Daphne addressing a news conference earlier this week. Picture: ROBERT BOTHA

Unions determined to be a force in future government

ANC/Cosatu clash

■ Cosatu will be a key player in the politics of a democratic South Africa. Just how influential it will be in policy-making decisions is open to debate.

SHARON SOROUR
Labour Reporter

140A
ANC 19/6/93

CRACKS in the ANC/Cosatu alliance surfaced at a conference on workers' rights as top unionists clashed with the ANC over the role of the labour movement in a democratic South Africa.

While Cosatu's future role has been raised in the past, both the union federation and the liberation movement have been careful not to directly spell out the extent of labour's involvement in the policy-making process.

Mr Trevor Manuel, ANC head of economic planning, bluntly put it to delegates attending the workers' rights conference organised by the SA Clothing and Textile Workers Union here yesterday that trade unions should be concerned with the interests of their members, and warned that their ability to influence macro-economic policies was "limited".

But Cosatu deputy general secretary Mr Sam Shilowa insisted the union movement would remain a political force and expected to be jointly involved with a new democratic government in the "process of the democratisation of a new society".

"It is our hope that the ANC, once in power, will not exclude us from such a process. I want to say to the ANC we have a great interest in the economy and expect to play a prominent role," Mr Shilowa said.

Assuming the ANC was the government of

the day, Mr Manuel said future macro-economic policy would be of fundamental interest to the government, not the trade union movement.

Mr Shilowa, however, insisted that Cosatu had played a major role in bringing about the near-demise of apartheid and would continue to play that role.

He told delegates the trade union movement had to be independent and had to be prepared to take action to ensure its rights were not undermined.

"We will publicly oppose even the ANC and we will take our support elsewhere," he warned.

Cosatu national negotiations co-ordinator, Mr Jayendra Naidoo, said the federation did not want to be a "shadow government", but wanted to have a say in decisions which affected workers.

Mr Naidoo said "We would not accept

from any government a move to marginalise trade unions to shop floor issues without looking at the policies behind them."

He said Cosatu was concerned about the future and did not like what it was happening at the World Trade Centre on an interim Bill of Rights.

Mr Naidoo said the openness of the debate on the future of the labour movement signalled the "beginning of constructive dialogue".

Cosatu did not have a perfect formula, but insisted on its right to be involved in a democratic way in the formulation of public policy.

He said there was likely to be disagreement between Cosatu and an ANC government, but there would be "80 percent agreement" as opposed to "95 percent disagreement" with the National Party government.

Mine negotiations at crucial stage

TOMORROW and Thursday would be "crunch" days for the Chamber of Mines/NUM 1993 wage negotiations, NUM assistant general secretary Marcel Golding said yesterday.

The chamber is expected to respond comprehensively to all the unions' demands and to table offers for the loss-making mines — Grootvlei/Marievale

ERICA JANKOWITZ

and Buffelsfontein. Proposed wage freezes on these mines have been rejected by the NUM.

On Friday the chamber remained static on its 4,5% gold and 4% to 8% coal wage offers while the NUM moved slightly on coal. The union said the wide range of salaries at collieries meant

the demand represented a 20% to 144% range of increases. Its demand on gold mines, of between 15% and 22%, was not revised.

After the union's initial demand of a "clean wage increase" for all workers it moved to a lower monetary increase plus profit-sharing at all mines. At present Anglovaal and Gold Fields mines do not participate in any form of "surplus sharing scheme". JCI's scheme is aimed at rewarding cost containment rather than profitability.

Golding said the union had dropped its holiday leave allowance demand, but had tabled a health and safety agreement proposal.

Unionists don't get promoted, say staff

South 1916 - 23/6/93

By Quentin Wilson

UNIONISED workers at the Red Cross Hospital in Rondebosch have accused management of discriminating against union members in the appointment of an administrative clerk to the hospital. (UOA)

Members of the National Education, Health and Allied Workers' Union (Nehawu) have complained that the person who was given the post, Mr Thembu Xaba, lacks the qualifications held by two Nehawu members who also applied. (UOA)

Xaba is not a Nehawu member.

Mr Wilfred Alcock, Nehawu's Western Cape treasurer, believes his union's members at the hospital are consistently overlooked for promotion, even though they have the qualifications.

Xaba has passed standard six while the other two applicants have a year of tertiary education.

"Normally management insists on minimal educational requirements for posts, but they seem intent on excluding Nehawu members from promotion whenever possible," Alcock alleged.

Hospital management would not comment on Nehawu's allegations and referred SOUTH to the CPA.

Mr Pierre Oosthuisen, the CPA's director for labour relations, denied the charge of preferential treatment for non-union members.

"When a person is being considered for an appointment, we do not

ask for their organisational allegiance. Whether they belong to a union or not, is not an issue," Oosthuisen said.

He said Xaba's knowledge of languages and his work experience outweighed his academic shortcomings. (UOA)

Alcock alleged that when interviews for the post were conducted late last year, Xaba was found "an unsatisfactory candidate".

It was therefore expected, he said, that one of the other two candidates, who were found to be satisfactory for the job, would get it.

Oosthuisen said he had "no knowledge" of Xaba ever being found unsuitable for the clerical position and that no agreement had been made to exclude him from the post.

Alcock insisted the procedure was part of management's "union bashing campaign" and said Nehawu, although they held nothing against Xaba, would campaign for an end to "boetie-boetie appointments" and "back-door promotions".

"Discrimination against Nehawu members is not only happening at Red Cross, it is happening at all the other CPA-run hospitals. We cannot stand by and watch. We must continue to expose state corruption and clean the public service," Alcock said.

Xaba has refused to be interviewed by the press.

South Profile

South
19-23/6/93

Howard Gabriels

Former trade unionist Howard Gabriels has just been appointed to one of the most senior economic posts in the Western Cape. **WAGHIED MISBACH** sounds him out on his plans and fears for when he takes up his post next month

HOWARD Gabriels admits he is scared. He has just landed the job as head of the Western Cape Economic Development Forum the premier development agency in the region.

The forum brings together business, labour, civic and political organisations bent on achieving consensus on strategies for the development of the Western Cape economy.

As Gabriels continues to meet with representatives of the various sectors in the run-up to his appointment on July 1, he is experiencing a "real sense of fear".

"I usually have only one question when I meet with any of the actors 'What do you want from the forum?' It's their great expectations that I am worried about," he says with a smile.

It is not the amount of work that concerns him. After all, Gabriels was once regional secretary of the largest union in the Western Cape, the South African Clothing and Textile Workers Union (Sactwu) in 1989.

Before that he was an organiser and education and training officer for Cosatu's second biggest affiliate, the National Union of Mineworkers (NUM) in Johannesburg.

1401x

Gabriels's apprehension centres on the growing challenges facing every city in South Africa rising unemployment, the housing backlog, the lack of township infrastructure, and the frightening rate of urbanisation, among other critical needs.

The forum he will now lead is part of a national initiative, led by the National Economic Forum, to attempt to address the decline in the South African economy.

Gabriels's job description will involve co-ordinating all the organisations which comprise the forum, to develop consensus on a strategy to deal with all the problems.

"We cannot expect to wave a magic wand to ensure development beneficial to the poor. It is critical we have special measures to address the problems of the poor."

"But it's no use just trying to have a massive development around housing, for instance. That in itself will not develop the economy of the Western Cape."

"On the other hand we will also have to address the productivity of business. But these two demands are not separable," says Gabriels.

In his modest and open manner, he admits he is not up to date on the progress of the forum's six commissions, which are working on, among other areas, rural and agri-



cultural strategy, education and training and urban development.

But he is currently doing his homework by meeting with various organisations involved and says his initial contact has been "positive".

"There's already a substantial body of consensus between the different actors and this is making my job easier."

Gabriels talks easily about economics these days, but it wasn't such a long time ago when he wouldn't even dream of becoming involved in money matters.

At the University of the Western Cape he studied for a science degree, wanting to fulfill a boyhood

dream of becoming a doctor or a physicist.

But that was 1976, and the political turmoil in the country had an irresistible attraction. He says that 1976 changed his way of looking at the world in a "dramatic way".

"All the grandiose plans of becoming a clever scientist had gone. I came across real people struggling for human dignity and struggling to survive."

And then the strikes at Fats and Mous and the meat strike in Bellville happened. With the students on campus forming a support committee for the workers, Gabriels was drawn further into protest struc-

*"We cannot expect
to wave a magic
wand to ensure
development benefi-
cial to the poor."*

tures.
"You couldn't help it. The workers were having meetings near the university all the time and we just became part of it."

By the end of 1980 he was working for the former Garment Workers Union which was the forerunner, with other clothing unions, to Sactwu.

He left the Cape in 1983 and had a stint with the NUM in Johannesburg. Six years later, however, he was back in Cape Town working for Sactwu, first as education and training officer and then as regional secretary.

But unions are notorious for overworking their officials. By 1990 Gabriels's body decided it couldn't cope with the pressure and he was hospitalised.

Convinced he had to take a year off from trade union work he finally landed his current job as projects officer at the Friedrich Ebert Stiftung, a German-funded development foundation.

Nowadays he says life is easier, he has his health back and is prepared for the challenges of his new job.

It will be the first appointment by the forum since its launch in March. Gabriels will be joined later by an administrator.

He says the job will be "personally beneficial".
But as always, in his humble way, he says he is "not arrogant" enough to agree that it is one of the top jobs in the Cape.

No 'sweetheart union' hopes

ET 1916/93
THE ANC does not expect Cosatu to become a "sweetheart union" after the elections, ANC economics head Trevor Manuel said yesterday (40A).
Manuel said at a SA Clothing and Textile Workers Union conference there would only be "a viable democracy if there are continued constructive tensions" between a democratically elected government and unions — Reuter

Winnie hits out at talks *Cir 20/6/93*

NEWLY elected SA National Civic Organisation chairman Winnie Mandela yesterday said in a speech to the Transvaal regional congress of the National Union of Metalworkers of SA (Numsa) that the multiparty negotiations forum lacked democratic participation as practised by trade unions and civics ~~(140A)~~ (140A)

While not opposed to negotiations, she said: "I am opposed to the selling of my people in the name of negotiations. Negotiations must be representative of the feelings of the people."



Allies differ over trade union role

B1 Day . 21/6/93

CAPE TOWN — Differences between ANC and Cosatu representatives on the role of trade unions in a democratic government's policy formation emerged during a weekend conference on worker rights organised by the SA Clothing and Textile Workers' Union.

ANC head of economic planning Trevor Manuel said trade unions should be concerned primarily with their members' interests and had a limited capacity to influence macro-economic policy formation. It was government's role, for instance, to determine the country's trade policy.

Manuel conceded that trade unions had inputs to make in macro-economic policy, but stressed that the coherence of that policy went beyond the concerns of trade unions and was a concern of government. This was so partly because trade unions represented the sectoral interests of their members, who were a privileged elite of wage earners relative to the unemployed.

Government had a definite role which could not be taken away, but what was important was who sat in government and whose interests were represented there.

Manuel did not believe that Cosatu should develop a "sweetheart" relationship with government after the election. A vibrant democracy required constructive tensions which did not disappear just because there was a tripartite alliance.

LINDA ENSOR

In reply, Cosatu's national negotiations co-ordinator Jayendra Naidoo said there was not one issue on which government could take a decision which would not affect workers. There was a need to find a clear mechanism by which government could operate with inputs from the labour movement as the challenges of the future could not be met by excluding labour (ILOA) (11)

He agreed, however, that government would play a role on a number of levels where the labour movement could not be involved.

Cosatu deputy general secretary Sam Shilowa said Cosatu would be involved jointly with a democratic government in the process of reconstructing and democratising society.

"We have a great interest in the economy and expect to play a permanent role in institutions such as the National Economic Forum, the National Manpower Commission, the Unemployment Insurance Fund and the National Training Board," Shilowa said.

He said trade unions might have to resort to strike action to ensure that worker rights were not tampered with by an ANC government.

Naidoo said Cosatu was negotiating a reconstruction programme and election platform with the ANC. The issue was not the ANC's track record but what rights workers would get in a new SA.

Accountability is Cosatu's aim

Star 4/6/93

Cosatu, seeking to ensure that the next government will respond to its socio-economic proposals, is planning a new drive that could be to reconstruction in the '90s what the United Democratic Front was to resistance in the '80s. Labour Correspondent PAUL BELL interviewed general secretary Jay Naidoo

THE Congress of South African Trade Unions, concerned that the progress of political change remains too slow, is mooting the establishment of a major new civil society forum that would set a broad agenda for the next government and hold it accountable for delivery

The forum, which Cosatu general secretary Jay Naidoo alternatively describes as "a broad social movement" and "a mass movement for peace and democracy", would include representatives of labour, the civic movement, business, the churches, educational institutions, and even sports bodies

Such a forum would embrace the work of the other forums that have been established, in housing, local government, electricity and education, for example

It would assist in extending the types of agreements Cosatu has hammered out with business, for example, the Charter for Peace and Democracy negotiated with the SA Consultative Committee on Labour Affairs (Saccola) last July, although this remains unsigned

The forum would agree on a reconstruction programme and link it to the national peace structures

"We can't leave it to police to keep the peace," says Naidoo. "This has to be the task of ordinary men and women."

The initiative is part of Cosatu's growing awareness of the need to assert its strength and its independence from the new government.

"Setting an election date is important, it focuses the mind and suggests a break with the past. But this in itself is not sufficient.

"We face the urgent task of rebuilding this country, this is being held up by a lack of political progress. We need to constitute a broad social movement to ensure that the agreements reached at the World Trade Centre are implemented, that a new government delivers the goods."

To this end, Cosatu proposes a Conference of Civil Society within the next few months at

140A
which a set of common political and socio-economic objectives would be agreed

Appropriate vehicles would then be identified and a programme for delivery determined

"Our notion of democracy does not mean that we cast a ballot every five years," says Naidoo

"A democratic government must be accountable to civil society, and civil society must be involved in decision-making. To us, this is a deepening of democracy"

Cosatu is also considering limits on the number of terms its senior office-bearers, principally the president and general secretary, can serve. Both offices presently carry three-year terms

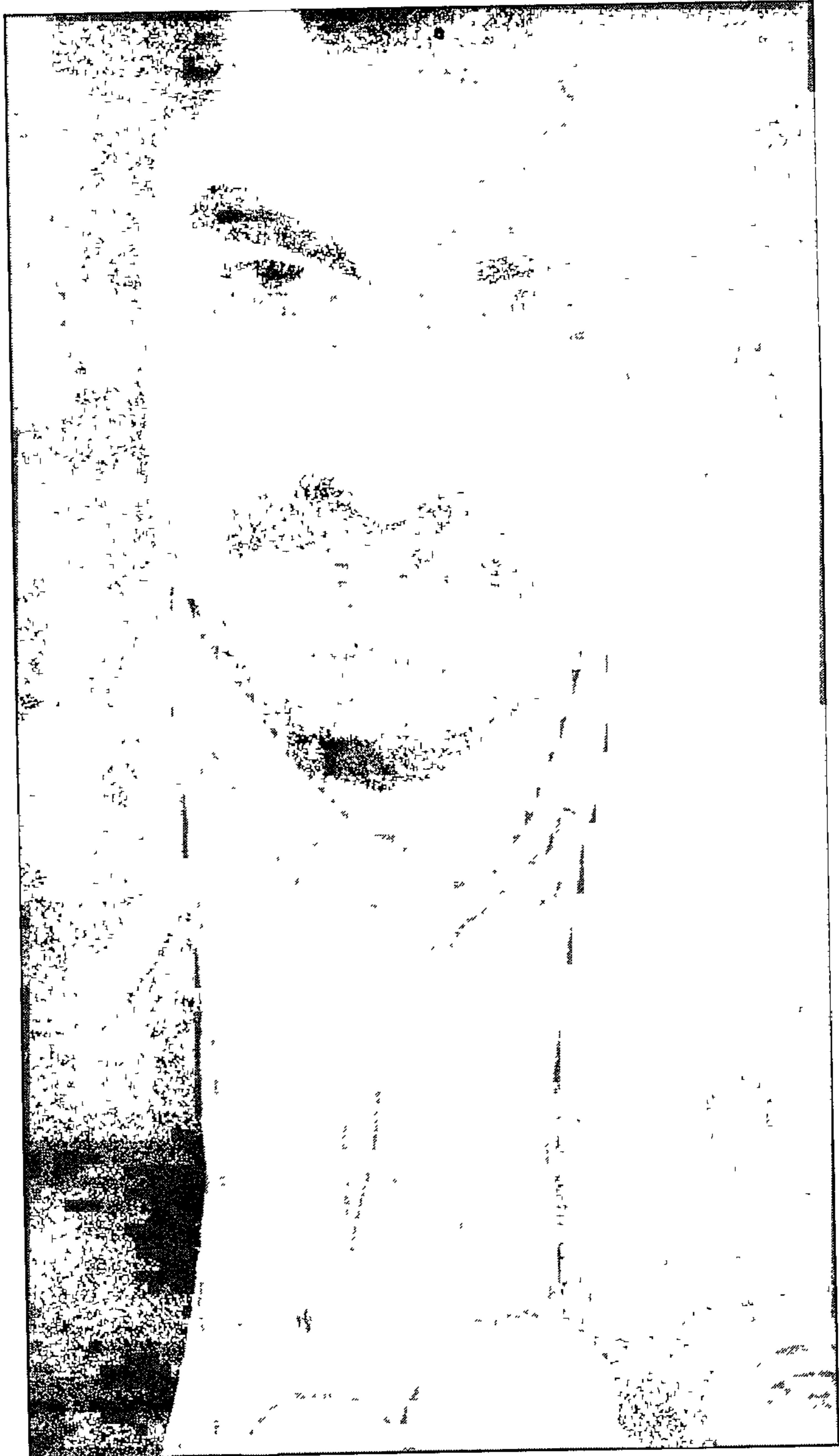
This, says Naidoo, is in line with a view expressed at its last congress, that in the political arena a two-term national presidency should be constitutionally prescribed. In other words, what's good for the country is good for Cosatu

"Even if people are subject to recall and popular re-election, they can come to think they are irreplaceable. I, and a substantial part of Cosatu, think there should be limits on the period people can serve."

Cosatu and its office bearers will be under more immediate pressure, however, in regard to the drawing up of party electoral lists for the general election

"Cosatu," says Naidoo, "has some of the most experienced personnel in the country, and some will have to be allowed to enter government. For us, there are two principles: that Cosatu stays strong and independent, and that the ANC wins the election and has the resources that enable it to govern."

"In regard to office-bearers like myself, or Sam Shilowa (assistant general secretary and a Communist Party delegate at the World Trade Centre) for example, Cosatu has resolved that, before a person could accept nomination to either the national or regional lists, there has to be full discussion inside Cosatu about whether this is appropriate." □



Cosatu general secretary Jay Naidoo . . . "We can't leave it to police to keep the peace. This has to be the task of ordinary men and women."

By Paul Bell
Labour Correspondent

Assist new govt, ANC urges unions

Star 21/6/93

140A

ANC secretary-general Cyril Ramaphosa has cautioned the trade union movement to ensure that its efforts to promote economic transformation do not hamper the work of a future democratic government.

Speaking in Cape Town at the weekend, he also encouraged trade unions to support political parties where this furthered their members' interests, saying there was no contradiction between this and the continued strength and independence of the unions.

Congress of SA Trade Unions (Cosatu) sources welcomed his statement, saying Ramaphosa had acknowledged that trade unions were not to be regarded by politicians as voting fodder.

The ANC, said the sources, was also clearly committing itself to going beyond an election programme to a coherent plan for economic reconstruction, and was binding itself to co-operation with the union and civic movements in developing and pursuing such a plan.

Ramaphosa, speaking at the SA Clothing and Textile Workers' Union conference in Cape Town, warned that where trade unions and employers were making agreements to address workers' immediate needs, unions should ensure that these initiatives did not place obstacles in the way of a future democratic government.

"There is a danger that agreements reached today could inhibit a future democratic society from introducing

measures aimed at far-reaching transformation

"These initiatives are still taking place in a situation where political and economic power remain concentrated in the hands of a minority.

"We therefore need to be careful that the processes we are embarking on address peoples' immediate needs, but don't place blockages in the way of long-term change," he said.

A programme of socio-economic transformation would

have to be formulated, not simply as a programme of the tripartite alliance, but in conjunction with a wide range of democratic forces — "especially the mass formations which will have to play a large role in implementing the programme", Ramaphosa said.

Given the opposition of a range of local and international groups which would prefer it to fail, the programme would proceed only if it was mass-driven.

"Our mass formations

ticularly trade unions, civics and others — will have to fully involve the people, together with the democratic state, and our international allies, in implementing and defending the programme," he said.

Ramaphosa also said there was no contradiction in a strongly democratic and independent trade union deciding to support a political party or organisation in the forthcoming election if its members believed such support would further their interests.

To this end, what workers needed most was strong independent unions which actively engaged in the political process

Star 21/6/93

Angels dancing on pinhead

THERE are, in the main, no angels in an industrial dispute. The Star wrote in a leader on Wednesday. There is, I discover, an exception: when they dance on a pinhead.

The dispute between Shoprite Checkers and the SA Commercial Catering and Allied Workers' Union, which ended last week, was full of pins and dancing angels.

Arch among the angels was the recognition agreement, the termination of which by management last December offered, ostensibly, the *casus belli* for a 34-day strike that was very damaging to the chain and cost the union's members up to R13 million in lost wages.

The dispute over the recognition agreement has masked a much deeper conflict between Shoprite Checkers and Saccawu, since the two-chain merger in March 1992, over the new Pepkor-owned group's turnaround imperative and the union's attempt to protect its members' jobs.

Unnecessary

Some observers believe the strike was unnecessary, given the relatively narrow importance of the *casus*

belli, the recognition agreement. Even so, the agreement has been the cause of claim and counter-claim by both sides in the aftermath of settlement, as to whether "victory" or "defeat" can be construed in its resolution.

The angel that danced (so inelegantly) on the pin is more or less as follows. Both sides had agreed up to a year ago that the recognition agreement was outdated. But when negotiations failed to produce a new one, management gave notice in October of its intention to terminate in three months. Throughout that time the union did nothing.

Management terminated the agreement in December. The union demanded its reinstatement, saying management had attacked its rights.

Early in the strike, during the first round of mediation, the union indicated that it would water down its demand that the agreement be reinstated in its entirety, saying it would accept verbatim reinstatement of certain clauses instead.

Management did offer verbatim reinstatement of certain clauses but not on others. In the settlement that fol-

Labour Correspondent
PAUL BELL reviews the recent bitter dispute between the SA Commercial, Catering and Allied Workers' Union and Shoprite Checkers.

lowed, management accepted verbatim reinstatement of all the clauses it had no problem with.

Who climbed down? Was it a climbdown? In retrospect, these are harder questions than they seemed at first. Certainly, the way in which the propaganda war was waged has much to do with the answer.

After the weekend mediation which resolved the dispute, the union held a press conference on Monday, offered an exposition of its "gains" and claimed victory.

Management, which had offered very little to the press throughout the strike, issued a subdued three-sentence "joint statement" that morning, worked out with the union as part of the weekend agreement and intended to be the sole statement from the

parties, saying settlement had been reached, all industrial action had ceased, and negotiations would continue with a view to restoring harmonious industrial relations.

Later in the day, surprised by Saccawu's independently issued "victory" statement, and construing this as a breach of the weekend agreement, the chain attempted to undo the impression that it had, by implication, suffered a "defeat".

It issued another statement, more upbeat, saying the interim agreement reached with the union fully addressed the company's major concerns with particular provisions of the defunct old agreement.

But the damage had been done. The company — having managed its publicity throughout the strike in a manner described by observers as naïve, and on the basis of "the less said the better" — found itself outplayed once again by a union well versed in self-promotion.

Far more distressing, however, is the fate of the workers, who were hostages to intransigence by both their

union, with its own history of fission between moderates and militants, and their employer, a troubled company whose new bosses must make tough cost-cutting decisions if their charge is to be returned to profitability.

Observers of the dispute say the strike should never have happened, and that while it may have been folly for the union to claim victory, the damage to Checkers has been huge.

But for an explanation of the "dour, gladiatorial standoff" that developed between the two sides, they testify to the "outdated, cloth-cap class-struggle rhetoric" that marked Saccawu's attitude throughout the clash, and to the "rights-oriented, Thatcherite hard line" of the Cape managers.

Who cracked? The union when its members had gone without pay for five weeks, stores were already closing, and retrenchments coming? Observers say the union was desperate to settle.

Prognosis

Or was the company becoming increasingly concerned about the violence at many stores, the drop in custom, which it has never quantified, although the union claimed a 60 percent drop in sales volume, and the longer-term prognosis for the financial health of the chain?

Shoprite faces a war in the market with powerful Pick'n Pay, with an OK Bazaars returning to health

The real work begins now. Management has been accorded its right to manage Workers, in turn, seek greater job protection. Wage negotiations will doubtless initiate a protracted but deeper debate between Shoprite Checkers and the union over the extent of sacrifice management can expect from the workforce in rebuilding the chain. □

Church bodies back NCCCR after claims

Sowetan 21/6/93

By Lulama Luti



THE three church bodies that were part of the National Co-ordinating Committee for the Repatriation of Exiles have come out in full support of the NCCCR

The church organisations — the South African Council of Churches, the Southern African Catholic Bishops Conference and the World Conference for Religion and Peace — said they were satisfied that the grants to the NCCCR could be accounted for

"We are satisfied that this money can be properly accounted for save for the R400 000 which was discovered to be missing of which R200 000 was recovered," said Mrs Sheena Duncan, spokesman for the church organisations. In a statement during a Press briefing on Friday, the church organisations said "We wish to state that our auditors are of the opinion that no more than R400 000 of which a little more than

half has been recovered, is still unaccounted for." The church bodies also said as soon as the theft was discovered, police were informed and evidence of the theft was given to them.

They added that the NCCCR, of which, they were part, also instituted a commission of inquiry which was open to the public and the press. "This was done because we wanted to be open with the public - we insisted on the commission of inquiry even when the NCCCR ceased operating," said Dr Franz Auerbach

Responding to an article in the *Sowetan* last week, in which former NCCCR director Mr Mos Chikane was said to be a relative of the SACC's Dr Frank Chikane, Duncan said the two were only distant relatives. "Moss Chikane was employed according to normal employment procedures. Any suggestion otherwise is devoid of all truth," said Duncan. She added that the SACC was taking legal advice on the *Sowetan* article published last Monday "because of the gross inaccuracies contained in the article."

next Talkback topic

THE *Sowetan*/Radio Metro Talkback Show tonight will be an open line.

You are invited to phone between 7pm and 8pm to share your views on any topic with host Tim Modise.

Dial the hotline (011) 714-8063

Involve *Sowetan* 21/6/93 masses in

talks forum,

says Winnie

NEWLY elected South African National Civic Organisation chairman Mrs Winnie Mandela has criticised the multiparty negotiations forum, saying it lacked democratic participation as practised by trade unions and civic organisations

Mandela, estranged wife of ANC leader Mr Nelson Mandela, was addressing a National Union of Metalworkers of South Africa (Numsa) regional congress in Germiston at the weekend ~~(14/6)~~ ~~(14/6)~~ ~~(14/6)~~

"Negotiations will always be discredited and viewed with suspicion until the people on the ground are involved. I am not opposed to negotiations in principle, but I am opposed to the selling (out) of my people in the name of negotiations." Grassroot mandate Mandela said political organisations must consult and obtain grassroots mandates before changing strategies

"If the mood of the people is 'Kill the Boer kill the farmer', it does not help for their leaders to try and say 'Sorry baas what they really mean is kiss the Boer kiss the farmer'"

"If the leaders do this they are not representing their followers, but their own selfish hunger for power," she said, adding that there would be no lasting solution to the country's conflict until poverty, economic deprivations, violence and crime had been resolved

● The ANC recently withdrew the controversial chant after whites complained it was inciting racial murder — *Sapa*

Workers' role in talks hailed

ANC secretary-general Mr Cyril Ramaphosa on Saturday hailed workers for helping to propel the negotiation process forward

Addressing an SA Clothing and Textile Workers' Union conference, Mr Ramaphosa said "The central role workers have played in mass struggles linked to the negotiations process, has driven the process forward"

On agreements reached between trade unions and employers to meet workers' immediate

needs, he warned "There is a danger that agreements reached today could inhibit a future democratic society from introducing measures aimed a far-reaching transformation"

Mr Ramaphosa said a programme of socio-economic transformation should be hammered out in consultation with other mass formations

The programme would succeed only if it was mass-driven, given

opposition from "all sorts of hostile forces which want it to fail, both locally and internationally"

He said there was no contradiction in a strongly democratic and independent trade union deciding to support a political party

Any union that distanced itself from the key political issues and actors gave up its ability to significantly influence the political direction the country took — Sapa

02/16/93 (140A)

'Trade unions must wake up'

SHARON SOROUR
Labour Reporter

TRADE unions have to "wake up" and campaign for workers' rights and not rely on any political group to look after their interests

SA Clothing and Textile Workers Union general secretary Mr John Copelyn said this at a labour conference at the weekend

The union workers' rights conference drew government speakers like Minister of Finance Mr Derek Keys, Cosatu leaders Jay Naidoo and Jayendra Naidoo and big business representative Mr Bobby Godsell

Mr Copelyn told unionists that workers' rights were in "grave jeopardy"

"We have gone to sleep as a trade union movement and we have suffered too much and fought too long to be passive about our rights"

He told union leaders from around the country that political

parties deliberating at the World Trade Centre in Kempton Park on an interim Bill of Rights did not "hate" the union movement

But they were not focusing on the effect the wording contained in a Bill of Rights would have on the union movement

"We need to be cautious and worried about the trade union movement in the new South Africa," he said

If unions lost the right to closed shop agreements and industrial councils, a court would be responsible and not political parties

He urged workers to find out where the World Trade Centre was and "go there in great numbers" when their rights were being debated

ANC constitutional expert Professor Albie Sachs told the conference no government, including an ANC government or ANC-led government, would be able to take rights away from workers

(1109) ACT 21/6/93
"The question of workers' rights has been out there for a long time and it won't be something sucked out of our heads"

Professor Sachs said the key fundamental right for workers was to fight for, and defend, their own interests

The three most important rights for workers were to establish trade unions, to strike, and to collectively bargain

Workers were not only entitled to ordinary citizenship rights, like the vote, freedom of speech, movement and travel, but had to be interested in these rights

Professor Hilton Cheadle of the Centre for Applied Legal Studies at the University of the Witwatersrand, a former banned trade unionist, said any debate on a Bill of Rights was not a debate about rights but about limiting the power of the government of the day and placing it in the hands of a panel of lawyers

Play aggressive role in election, unions urged

□ Ramaphosa: Use power in workers' interests

SHARON SOROUR
Labour Reporter

ANC secretary-general Cyril Ramaphosa has urged organised labour to play an independent and aggressive role during the election and constitution-making process and not be afraid to use its power to further workers' interests

Addressing a workers' rights conference in Cape Town at the weekend, he said unions should be contemplating how to assert their rights to make sure no political party could ignore them

"Any party which wants to trample on workers' rights must know that it will face the wrath of workers. Already a number of the proposals coming from the National Party, the Democratic Party and other parties are fundamentally anti-worker in character. Cosatu and its affiliates have to stand up and challenge this."

Unions should put forward their demands, not only to the ANC but to all other parties before and after the election

The ANC clashed with Cosatu on Friday by suggesting the labour movement did not have a role to play in the policy-making process, but should concern itself

solely with the interests of its members

Key speakers from the government, labour and business — including Minister of Finance Mr Derek Keys, Deputy-Minister of Justice Mrs Sheila Camerer, Anglo spokesman Mr Bobby Godsell, Cosatu general-secretary Mr Jay Naidoo and Nactu general-secretary Mr Cunningham Ngukana — addressed the two-day conference, organised by the SA Clothing and Textile Workers' Union

But Mr Ramaphosa, former general-secretary of the National Union of Mineworkers, moved to reassure unionists of their role in a democratic South Africa

He told delegates Cosatu had correctly identified that it had to look at the concerns and interests of all working people in South Africa, and not confine itself to a narrow focus on the workplace concerns of its own members

Mr Ramaphosa said there could be little doubt that trade unions, and Cosatu in particular, had played a critical role in driving the negotiations process forward and keeping it on track

As the most organised sector of the mass movement, unions had spearheaded the active involvement of civil society in the political process, demanding that the

process belong to all the people of South Africa and not only to political parties at the negotiating table, he said

Mr Ramaphosa said that while workers were worried that organised labour appeared to have been excluded from the negotiation process, it was sometimes "incorrectly concluded that workers have no role or influence in the negotiation process"

Cosatu had played a significant role in encouraging civil society organisations to pressurise political parties to commit themselves to a speedy and democratic transformation process

Cosatu and the ANC had independently concluded that if a new democracy had any hope of succeeding, a reconstruction and development programme, driven by democratic forces in society, was needed

"Although the programme will have to be spearheaded by a new democratic state, which will have access to resources and power, the programme will succeed only if it is mass-driven"

"The fledgling democracy will be surrounded by all sorts of hostile forces which want it to fail, both locally and internationally"

Union ordered to stop strikes

Staff Reporter

(40A) (scribble)
A BELLVILLE plastics company has obtained an urgent Supreme Court order to prevent more than 100 of its workers from taking sporadic wildcat strike action.

Part of the workforce at Marley's factory in Bellville have been holding wildcat strikes since June 10 over wage increase demands. **Aug 22/6/93**

The court order interdicts members of the Chemical Workers' Industrial Union of South Africa from starting or taking part in an illegal strike.

Factory general manager Mr Jan Tredoux said in papers before Mr Justice W A van Deventer yesterday that the firm lost R4 000 each hour during work stoppages.

The union has until July 27 to show why the order should not be made final.

Mr B Manca instructed by Webber Shepstone and Findlay, appeared for Marley.

Anglovaal, NUM differ over clashes

By Paul Bell
Labour Correspondent

The National Union of Mineworkers has denied that tension between its members and Mozambican miners is behind recent violence at the Hartebeestfontein gold mine, and accused Anglovaal of "a vicious campaign of lies and distortions" to discredit the union.

Seventeen Mozambican miners have been killed and 116 injured since May 25 in clashes at the mine, near Stilfontein in the western Transvaal. The violence is being investigated with the help of a Goldstone Commission representative.

Pocket knives

The 3700 Mozambicans at the mine have now been moved to the No 2 hostel for their own safety.

NUM has interpreted this as a divide-and-rule strategem and an effort to discredit the union.

NUM president James Motlatsi claims mine managers issued pocket knives to the 19000-strong workforce in October as a reward for completing a million fatality-free shifts. Yesterday he called on management to explain this in the light of its ruling on June 16 that workers found in possession of dangerous weapons could face dismissal.

He denied claims that the violence was con-

necting to tension between the Mozambicans — who are prohibited by an inter-governmental agreement from joining trade unions — and NUM members. Mozambican miners have claimed they were attacked for refusing to take part in strikes.

"What strikes?" countered Motlatsi. "NUM has had no strike since 1987. The problem at Harties is not between Mozambicans and non-Mozambicans. It is purely faction fighting, which is common to the industry because of the system of tribal hostels."

He said the NUM was doing its best, "despite management's unco-operative attitude ... to restore normality on the mine by preaching unity, solidarity, tolerance and reconciliation"

In a statement last night, Anglovaal denied it was trying to discredit the union.

It said it was "surprised and disappointed" at NUM's approach. As discussions with all parties were continuing, "a statement of this nature will not help matters under discussion"

It was not true that management had unilaterally separated Mozambican workers from others. This had been done with the consent, and for the protection, of the workers.

Anglovaal had approached the Mozambican government, the National Peace Accord and the Goldstone Commission to assist in resolving problems at the mine, the statement said.

Clothing workers to get 9,25% rise

B/Day 22 Nov 93

ERICA JANKOWITZ

WORKERS in the clothing sector will receive a 9,25% across-the-board wage increase from July 1 despite the recessionary climate factories are operating in.

A Transvaal industrial council spokesman was surprised at the settlement. "I expected closer to 7,5%, but if we could successfully implement a productivity agreement we could afford to pay inflation-linked increases," he said. The union's opening demand was for a 16% increase. Employers proposed a wage freeze.

The agreement, reached late last week, affects 102 000 workers covered by the existing five industrial councils (ILOA).

Part of the settlement involves establishing a national productivity subcommittee, with equal employer/employee representation. It will investigate the union's

proposed skills-based grading system and employers' proposal of splitting annual leave to allow for greater production flexibility. In the interim, the union has agreed to look favourably at factory exemptions from the council's annual shutdown clause.

Lionel October of the Cosatu-affiliated SA Clothing and Textile Workers' Union said the agreement was important as the parties had agreed to a single national industrial council incorporating existing regional councils. Although this would come into effect only in June 1995, wage negotiations next year would be conducted at national level. The settlement included a clause obliging clothing employers to give workers severance pay.

Leather industry wage talks drag on

B/Dag 22/6/93
ERICA JANKOWITZ

THE SA Clothing, Textile and Allied Workers' Union (Sactwu) is locked in several sets of wage negotiations in the leather sector, but seems far from settling any of them soon.

In all cases, wages are being negotiated at industrial council level and involve more than one union, including the conservative National Union of Leather Workers (NUOLW). Sactwu negotiator Mark Bennett said that in response to the unions' demand of a 15% wage increase, footwear manufacturers had conditionally offered 7%. The conditions were the unions' acceptance of workers' wages being automatically paid into bank accounts, the removal of the annual renewal requirement of certain exemptions to the agreement, and flexibility of annual leave.

Bennett said Sactwu did not have major problems with these conditions, but the parties were still far

apart on the wage issue.

The discovery that directors' fee increases were higher than inflation had hardened workers' attitudes and there was little hope of them accepting a below-inflation offer, he said.

An employer spokesman said the 7% increase was the federation's final offer.

The industry was in "deep trouble" because, despite tariffs and duties, oriental imports cost a quarter of the price of locally made goods.

Many factories were working short time and retrenchments and closures had become common.

In the tanning sector, employers offered a 7,5% increase in contrast to the unions' demand of 10%, but had conceded to two days' paid paternity leave and 72 hours' notice of short-time demands, Bennett said.

Sactwu was concerned with employers' apparent plan to break up the existing industrial council with a proposal that next year hours of work, annual leave arrangements and public holidays be negotiated at plant level and in 1995 wages be added to the list. This would leave the council with a purely administrative function, which was unacceptable, said Bennett.

In the general goods and bags negotiations, Bennett said employers had proposed a R10 across-the-board increase — on average a 5% increase — against the unions' 11,5% demand.

Employers had agreed to maternity pay equal to 20% of a worker's weekly basic wage for three months.

He said Sactwu was consulting members on the offers, but he doubted whether workers would accept a drop in living standards for the second consecutive year.

Deal paves way for construction boost

Star 23/6/93

Organised labour, civics and the civil engineering sector signed an historic agreement in Johannesburg last night, paving the way for possibly huge job creation in the construction industry.

The signatories are the Congress of South African Trade Unions, the South African National Civic Organisation and the civil engineering sector's National Committee for Labour Intensive Construction (NCLIC)

For the industry, the agreement means maximising the use of labour-intensive methods within

public works programmes, despite its enormous investments in machinery

Cosatu and Sanco have compromised by agreeing to payment through a productivity-linked system

"I think we shall find a lot of entrepreneurial skills and small contractors starting to develop," said NCLIC chairman Graham Power. (UOA)

Cosatu general secretary Jay Naidoo said the agreement showed that "labour movements are not the antithesis of economic growth but part of it" — Sapa

Municipal workers wait

Municipal Reporter **ARC 23/6/93**

REGIONAL and branch action by the SA Municipal Workers Union on low wage offers would follow a national decision, said Cape Town branch chairman Mr Sale Manie

The result of a Samwu national ballot on a response to the offers is expected this week

No action would be taken at regional or branch level independent of the national decision, Mr Manie said

(140A) ~~140A~~



Steel men face crunch

Sowetan 23/6/93

By Ike Motsapi

ILCPA
~~SSA~~

MEMBERS of the National Union of Metalworkers of South Africa are today expected to attend countrywide lunch-hour report-back meetings on salary negotiations with the Steel and Engineering Industries Federation of SA. Mr Les Kettleidas of Numsa's national bargaining forum said yesterday the meetings would be held at factories and plants.

"The union decided to inform its members about the present salary negotiations with managements.

"We informed the bosses about our intended action and they have not objected," said Kettleidas.

Seifsa is offering a six percent wage increase which it said was a final offer and Numsa has rejected it because it says it is far below the inflation rate.

"We demand that management reconsider its offer. We made it clear to them during our initial talks that we

want salary increases to be more than the inflation rate," said Kettleidas. Seifsa executive director Mr Brian Angus said the employers had made a final offer of six percent and that there was no movement on the issue. "We will be meeting with the unions within the next few days to discuss their proposals.

"Seifsa has also urged employers to have consultations with the worker representatives regarding the proposed report-back meetings," said Angus.



focus on strikers

Sowetan 23/6/93

THE SHOPRITE-CHECKERS strike is over. And the South African Commercial Catering and Allied Workers Union claimed victory and warned big business that this was a sign that no boss could "push organised labour around any more".

Saccawu said the fact that management again recognised the union was a victory for the more than 10 000 workers who had been on strike over a terminated recognition agreement since May 8.

Management and Saccawu both issued a joint Press statement declaring that hostilities that existed between them were now over.

The consumer boycott and strike action was discontinued with immediate effect. Workers returned to their jobs on June 17 but will be paid from June 16.

After 34 days of industrial action and a final 18-hour marathon session of mediation and negotiation, agreement was reached to end the dispute and hostility between the management of Pepkor and Saccawu on Sunday at about 8am.

The talks between management and Saccawu, which were near breaking point last Friday, were saved from total collapse by the Independent Mediation Service of South Africa.

Talks failed

Previous talks between the two parties failed to yield dividends. Instead, a lot of hostility existed between the two parties.

The management of Pepkor, which is the holding company of Checkers-Shoprite stores, was threatening to lodge an urgent application in the Rand Supreme Court to declare the strike illegal.

The management also said Saccawu should take responsibility for any consequences that may flow from this action. Instead, Saccawu, which was backed by the Congress of South African Trade Unions, began with its programme of action aimed at putting pressure on management to accede to its demand.

Saccawu was locked in a dispute with management over a terminated recognition agreement in December 1992. This happened after Pepkor took over control of Checkers stores two years ago. Saccawu at that time proposed to Checkers' management that the recognition agreement needed to be amended, to conform to changing conditions.

In September 1992, about six months after the merger of the more than 17 000 Checkers and over 5 000 Shoprite workers, covering 235 stores nationwide, management introduced its own proposals to renegotiate the recognition agreement.

Saccawu claim the company argued that the old disciplinary procedures did not fit the new management structure.

Management also argued that the agreement

Hostility between Checkers-Shoprite management and staff led to a national strike and talks failed twice. Labour Reporter **Ike Motsapi** reveals how a third breakdown was avoided at the last minute:



did not accommodate conservative unions recognised by the company. Management wanted Saccawu and the National Union of Distributors and Allied Workers Union to jointly form a forum that would be involved with it during negotiations.

The union said the underlying aim of the proposals was to dilute its strength as the majority union and open the door to job-flexibility-type-work practices which enable managers to get more work for less pay from a reduced and partly casualised workforce.

The union asked management to go for mediation at the beginning of May to avert a costly national strike but this was refused.

Miss Adele Gouws, management spokeswoman, accused Saccawu of not wanting to negotiate a new agreement with it. Gouws said: "The company is committed to negotiations but will not be intimidated into agreeing to something which it cannot honour in good faith," she said.

"This, together with the fact that negotiations with the union have continued on a wide range of other issues, indicates that the current strike action appears totally unnecessary and futile.

"The union's intransigence has not only delayed the commencement of any talks to resolve the issue at hand but has affected the granting of wage increases as Saccawu have refused to negotiate salary talks which could have been normally implemented by the company in May," said Gouws.

In a letter dated May 7 to Saccawu, personnel manager Mr Callie Burger informed the union that management gave it a proper and lawful notice to terminate a nine-year-old recognition agreement and simultaneously offered to negotiate a new one and that this was not an attempt to "de-recognise the union".

Burger said the old agreement was no longer appropriate to the structure of the new enlarged company which had resulted from Shoprite taking over Checkers.

Mr Jeremy Daphne, Saccawu's spokesman, said "Management delays and objections, particularly to the proposed fair retrenchment procedures, caused these negotiations to stall, forcing the union to go to the Industrial Court over

the job security issue."

Daphne said by March 1992, when Checkers and Shoprite managements announced their merger, the union declared a dispute with the company over its refusal to negotiate with it at central level on collective bargaining and other issues, especially retrenchments.

The union is of the opinion that the company has been making a series of threats to maintain only a core of profitable stores and then retrench many workers.

Daphne said: "Management also refused to integrate Shoprite and Checkers workers on the basis of equal conditions, saying they will only raise the low pay of Shoprite workers over seven years." The union allege that 14 shop stewards were dismissed by the company during July last year in what it described as a deliberate attempt to break Saccawu.

"Workers' anger boiled over into a three-day nationwide work stoppage when the leader of the national shop stewards' team was suspended," said Daphne.

The union waged a campaign to unite all Checkers and Shoprite workers and also succeeded in winning nearly 15 percent wage increases for its members.

Shoprite workers were given nearly 30 percent salary increases with equal maternity, leave, study and bonus benefits plus management's agreement to negotiate one rate for all workers by August last year.

"However, by the end of October last year tension had escalated to a call for a national Checkers and Shoprite stores consumer boycott from November 1 to spread to Pep, Ackermans, Smart Centre and Frasers stores," said Daphne.

Many workers were dismissed and the worst incident was reported at Checkers in Heidelberg, where racist insults were traded between white and black workers.

Daphne said "This is probably one of Saccawu's most important and successful campaigns to date, with management being faced with an un-anticipated show of force."

"The union achieved all major strike objectives, both at a principled and practical level," said Daphne.



Dispute declared in mine wage talks

B/Day 25/6/93

ERICA JANKOWITZ

THE NUM declared a dispute in its wage negotiations with the Chamber of Mines yesterday and will apply for a conciliation board hearing today — for the first time since 1987, NUM assistant general secretary Marcel Golding said yesterday.

That year was also the last year the union had a strike.

He termed the chamber's final wage offers of 6% on most participating gold mines and between 4,8% and 10,5% on coal mines "neither reasonable nor credible".

However, differentiated offers were made by two mining houses. Anglo American offered R45 a month — which translates into a 7,4%-8% increase for the lowest categories — or 6%, whichever was the greater. JCI offered R40 a month (about 7% for unskilled surface workers) or 6%.

Golding said the union understood the circumstances of marginal mines, but would not accept split offers from healthy mines. The union did not move on its 15% demand on gold and 30% on average on coal mines, arguing that in the past three years "prices have risen by 50% while wages have been increased by 12%".

The NUM also expressed disappointment at the chamber's refusal to extend profit-sharing on gold mines to Gold Fields and Anglovaal. "The chamber insists profit-sharing should be seen as part of the basic wage settlement and not as an addi-

tional amount to compensate workers for three years of very low wage increases.

"We cannot accept 6% wage increases three years in a row. But we remain open to further negotiations if a revised offer is to be tabled," Golding said.

On coal, the union blamed Eskom's inept planning and drive to cut electricity prices for the "lowest wage offers since the NUM started to negotiate with the chamber 10 years ago".

Golding said: "The dismissive attitude of the coal industry to mineworkers' demand for a living wage is unacceptable to the NUM and the dispute will be pursued with the utmost vigour."

A chamber statement expressed "disappointment" at the NUM's action in a year when the industry could "ill afford protracted negotiations". Despite the recent gold price rise, the sector was "not out of the woods" and coal had been adversely affected by low prices and "contracting demand in its three principal markets".

The chamber noted that substantial progress had been made on adult basic education, a social plan for downscaling and health and safety. "The chamber remains intent on continuing to search for a realistic settlement in what are difficult times for the gold and coal mining industries"

Unions set likely date for strike

Star 25/6/93

By Paul Bell
Labour Correspondent

Six Cosatu-aligned unions representing hundreds of thousands of state and municipal workers have set "the end of July, beginning of August" as a tentative date for a general public sector strike.

Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers' Union, confirmed this after attending a meeting of the Public Sector Co-ordinating Committee in Johannesburg yesterday.

The unions include health, education, municipal, post and telecommunications, police and prisons workers.

July 30 is a Friday, and the following Monday is August 2, suggesting the latter date as a more appropriate starting point should the

public-sector unions decide on a fullscale confrontation with the Government.

The unions are in the process of declaring disputes with the Government, principally over its 5 percent ceiling on public-sector wage increases, and the union's demand that unilateral restructuring of the civil service cease.

No response had come from the Government other than a suggestion that working committees be set up to discuss the issues, said Thobejane.

Thobejane said regional committees were being established to plan industrial action in their areas from July 17, as a prelude to an all-out strike.

Municipal workers were meanwhile engaged in balloting in major centres around South Africa yesterday. A result is expected within days.

1407

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FM 25/6/93 140A

LABOUR FM 25/6/93
Checking progress

140A

The Shoprite/Checkers dispute with the SA Commercial, Catering & Allied Workers' Union (Saccawu) was not about obsolete agreements. It was a battle between management and union over who controls the retail chain. It was also about wages and wage policies, productivity and attitudes between union and management

Though the war has yet to be won, the price exacted for this skirmish — a five-week strike which affected 160 stores — was more than R10m in lost wages. Checkers says turnover fell by about 13% during the strike; Saccawu claims a figure nearer 60%

Officially, the dispute revolved on the issue of a suspended union recognition agreement, which included the issue of multiunion wage negotiations. However, this foundation for the strike — involving 7 000 employees (according to Checkers and 10 000 according to the union) — seems flimsy. Both sides recognised the need to replace the agreement concluded in 1984 — long before the Shoprite/Checkers merger in October 1991.

However, after several failed attempts to renegotiate it, management in November served notice of its intention to suspend the agreement — which both sides agree was legally permissible. It was eventually suspended in January. The company insists there was no question of "de-recognising the union" and no privileges or union rights were withdrawn, even during the strike. The union insisted on the reinstatement of the original agreement before resuming negotiations.

The company then told the union in April that it was proceeding with wage negotiations on the basis of a multiunion bargaining forum. However, while the retailer may have been on solid legal ground, it broke a fundamental rule by going ahead and scrapping the agreement before a replacement was found, observes Pat Stone of labour consultant Andrew Levy

Says Stone. "Classical theory is that strikes are unlikely at times of high unemployment, within financially fragile companies which are clearly struggling for profitability. The reality, as this case shows, is that if there is a principle at stake and a union is put under threat, members will make that sacrifice"

Saccawu eventually took to the streets on May 9. Five bitter weeks followed before the deadlock was broken on June 13 by a mediated interim (120-day) agreement. This reinstates much of the old agreement, along with new clauses dealing with issues such as wage bargaining — which will not be on a multiunion basis this year.

Needless to say, views vary on the origins of the strike and its consequences. A Shoprite/Checkers public affairs spokesman says the strike was a direct result of failure of the union to renegotiate the recognition agreement. "In order to restore the group to profitability we need a workable agreement with our employees. Our attitude is not confrontational. However, there was no other choice in this situation"

However, other sources in the Shoprite/Checkers camp put it more strongly. They maintain that the group took a substantially harder line after the Shoprite takeover, in order to reverse the Checkers slide into unprofitability in the past decade. This decline was at least in part brought about by incompetent management, coupled with formidable shop-steward power bases unparalleled elsewhere in the retail sector.

Saccawu campaigns co-ordinator Jeremy Daphne blames management's antiquated labour relations attitudes. "No major retailer has ever terminated a recognition agreement and we don't perceive management's action as constructive industrial relations"

Daphne continues: "It is a bit strong to suggest that the issue was really about who runs the company, though it was proactive action by the union to halt an extremely dictatorial and totalitarian industrial relations regime, which Pepkor had tried to introduce by sweeping away hard-gained rights"

Views are equally divergent in the market. Chris Gilmour of brokers Senekal Mouton & Kitshoff says there is a widely held belief that the strike was well handled by the company.

"The issues are really all about wages and productivity. Management took a hard line, like most industrial concerns these days, and thrashed a reasonable deal out of the dispute. Now that the wage gap has narrowed considerably across the board, productivity is the core thrust that must be reflected in union

CURRENT AFFAIRS

140A

FM 25/6/93

closing of the gap

The answer, says Vianello, is that Shoprite/Checkers must get its act together and become more productive in its own business. It must produce better returns on existing trading space. It must get its sales/m² up to competitive levels — and that means closing more grossly unprofitable stores. "SA is overtraded. OK Bazaars came a cropper first, now it's Shoprite/Checkers' turn"

presentation suggested evasiveness and withholding information. The company argues that this was because the company was in the midst of sensitive negotiations and couldn't say too much.

Vianello says a revelation of wage disparity between the Shoprite division and the rest of the group also created a market perception that the company intended prolonging the dispute in order to delay the inevitable

agreements," says Gilmour.

According to Syd Vianello of Ed Hearn Rudolph: "It could be argued that the union won because it attracted attention to the wage problem and the attitude of Shoprite/Checkers management as a whole towards its employees, which, we understand, has bordered on hostility since the merger"

Furthermore, he adds, management's response to strike questions during an investor

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Sacked workers return to jobs

Sowetan 25/6/93

By Ike Motsapi

NO MONEY Council claims it has no funds to pay sacked staff:

ABOUT 413 members of the South African Municipal Workers Union and other employees who were sacked by the Dobsonville Council last year returned to their jobs this week

This follows a successful court application lodged by Samwu in the Rand Supreme Court last Friday to have the workers reinstated

According to the court order all workers are to be paid their salaries and benefits retrospective to the day when they were sacked

The council opposed the application and has now said it does not have money to pay the workers their salaries

(140A)

In a letter to Samwu, written by city treasurer Mr Chris van Zijl, the council said it would have to approach the Transvaal Provincial Administration for assistance

A special council meeting was held this week to discuss the problem Van

Zijl promised to inform Samwu about the council's decision today

A TPA spokesman said the request had not as yet been forwarded to it

Mr Martin Sere, an official of Samwu, yesterday said all the workers who were sacked on November 2 after requesting the council to transfer them to other centres were back at work.

They were employed near a hostel and feared for their lives

Union to march on Sasol

Sowetan 25/6/93

By Ike Motsapi

HUNDREDS of South African Chemical Workers Union members will march on Sasol's headquarters in Johannesburg at the weekend to demand the reinstatement of workers dismissed in 1987

Mr Cunningham Ngcukana, secretary-general of the National Council

of Trade Unions will be among those leading the march

Mr Joseph Maqhekeni, an organiser of Sacwu, said the march was part of an ongoing six-year battle by the union after the dismissal of about 100 employees — all members of Sacwu — by Sasol 1 when they campaigned for better pay and working conditions. Maqhekeni said "The union won the case in the Industrial Court

but that victory was overturned by the Appellate Division of the Supreme Court following an appeal by the company. The dismissals led to a number of former employees losing houses and children being forced out of school because their parents could not afford to pay for them

"As a result we have a squatter camp near Zamdela because workers have no accommodation," said Maqhekeni



Implats 1 500 jobs to help cut costs

ANDY DUFFY

IMPALA Platinum (Implats) is to shed 1 500 staff over the next three months as part of an attempt to slash costs in response to depressed market conditions.

Chairman Mike McMahon said yesterday that the retrenchments, which are in addition to the 300 losses expected from the merger of its four mines into three, should help cut growth in working costs in the next financial year. *B/D*

Although the company would improve on its 1992 results in figures due in August, McMahon said it had been hit by falling prices for platinum group metals (pgms).

The retrenchments would be spread across the Gencor-owned company, he added, and represented another stage in Implats's bid to rein in costs. *24/6/93*

The company had shed 7 000 jobs since September 1991 and the latest cuts would reduce its workforce to less than 40 000, McMahon said. *(140A)*

Implats was looking at other means of holding costs down, he added, and could not rule out further retrenchments.

"We're going for cost-efficiency to stay alive in the current market. These are things we are taking one step at a time," McMahon said.

The staff cuts were likely to lead to an initial charge of "several million". The full benefit would come through in the second half of next year. Labour costs account for about 55% of Implats' working costs. The target was zero growth in cost a kilogram.

The announcement of the cut, which comes two days after Implats unveiled plans to merge its Bafokeng South mine with its three other mines, follows a sharp decline in pgm returns. In the past 12 months, an improvement in the platinum price from an average \$366 to about \$380 has been offset by rhodium's fall from \$2 500 to \$850.

McMahon said he hoped the market was "bumping along the bottom".

Implats' rivals have also blamed falling prices for their troubles. This week Gold Fields of SA's Northam Platinum said it would need to take on new debt and was unlikely to pay a dividend next year.

□ To Page 2

Implats

B/D 25/6/93

□ From Page 1

Lonhro's Western Platinum, in which Implats has a 27% stake, lost 1 500 staff in closing its loss-making No 2 Shaft. Rustenberg Platinum closed its uneconomic Boschfontein shaft in March. *(24/6)*

Analysts cautioned that the rhodium effect should not be overestimated, particularly after the fall in the rand against the dollar. According to industry estimates, over the past six months the platinum price has risen 10%, in rand terms, and palladium 35%, while the fall in rhodium

rand prices has been limited to 33%.

Irish & Menell, Rosenberg analyst David Russell said the cuts were more attributable to the companies' attempts to bolster margins by the only means under their control — cost. *(140A)*

Whether production, rather than just staff, will be cut is moot. Sources suggest production might be trimmed. However, McMahon said this would involve cutting "several tens of thousands of people".

LABOUR

Fight for worker, not party, rights

W/Mail 25/6-11/93

ORGANISED labour will brook no breach of workers' hard-won rights by World Trade Centre negotiators and will pursue its policies no matter who is in government.

This was the broad message to emerge from last weekend's workers' rights conference in Cape Town, an event which brought together unions, political parties and business.

Hosted by the South African Clothing and Textile Workers' Union (Sactwu), the conference helped bring to centre-stage of the constitutional debate workers' concerns about where the political process will leave them — an effective force in society, or with their hard-won rights curtailed.

Parties deliberating on an interim Bill of Rights at the World Trade Centre weren't focusing clearly enough on the

Cosatu believes the trade union movement must be independent and be prepared to take action to ensure its rights are not undermined.

By **GAYE DAVIS**

effects the wording might have on workers' rights, said Sactwu general secretary John Copelyn.

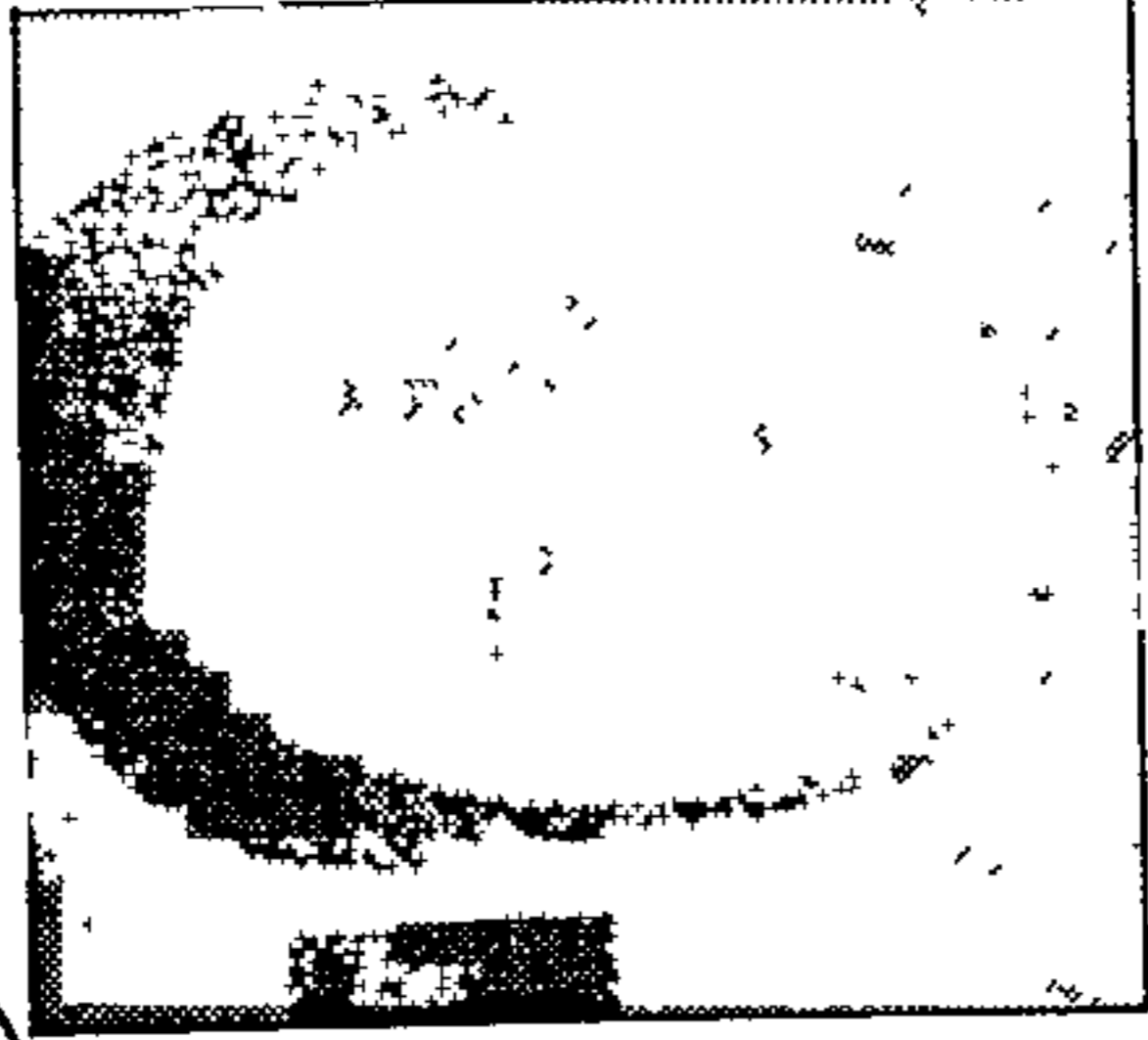
African National Congress, Democratic Party and National Party speakers spelled out their parties' proposals for Bills of Rights, but for the first time were forced to do so in terms of workers' rights. As Sactwu assistant general secretary Ebrahim Patel noted afterwards, all three parties acknowledged that any interim dispensation should not

in any way undermine trade union gains over the years.

"Until the conference, the DP held the view that a Bill of Rights should not include workers' rights per se," Patel said. "But in the course of the debate, Tony Leon acknowledged the merit of the argument that fundamental trade union rights should be protected in a constitution or Bill of Rights."

Reassurance for unions about their role in the constitution-making process came from ANC general secretary Cyril Ramaphosa. Workers' concern at their exclusion from the negotiating process, after Cosatu's bid to sit at Codesa was rejected, was understandable, he said. But it was incorrect to conclude that workers had no role or influence over the negotiation process.

Urging trade unions to play an independent and aggressive role during the



Cyril Ramaphosa Photo: REUTER

election and constitution-making process, Ramaphosa said they should put forward their demands and programmes not only to the ANC but all parties, before and after elections

As the most organised sector of the mass movement, unions had spearheaded the involvement of civil society in the political process, demanding that it belong to all the people of South Africa and not just the parties at the negotiating table.

This was not to suggest that workers' only role was that of breaking deadlocks, however. "Behind all the technical debates and specialised language over which negotiators argue at the World Trade Centre is ultimately one decisive question — that of power. "The real source of our power is support from the masses of our people."

On the issue of Cosatu's decision to call on all workers, and not just those within its affiliates, to vote for the ANC as the only party with the will to deliver a programme of reconstruction and development (which will form the basis of the ANC's election platform), Ramaphosa said this held no threat to unions' independence. "A union will only lose its independence if it decides to give a party unconditional support, regardless of what it does."

ANC head of economic planning Trevor Manuel said trade unions should concentrate on their members' interests and had a limited ability to influence macro-economic policy formation.

He acknowledged unions had inputs to make in policy formation, but its coherence was a concern of government, partly because unions represented the sectoral interests of their members, who — compared to the unemployed — were a privileged elite of wage earners.

Cosatu's national negotiations coordinator, Jayendra Naidoo, responded that there was no single issue on which government could take a decision which would not affect workers. "We would not accept from any government a move to marginalise unions to shop floor issues without looking at the policies behind them," he said.

Cosatu general secretary Sam Shilowa said labour expected to be involved jointly with government in democratising society and hoped the ANC, once in power, would not exclude unions. But the union movement had to be independent and prepared to take action to ensure its rights were not undermined. "We will oppose even the ANC and we will take our support elsewhere."

By Ferial Haffajee

THE Congress of South African Trade Unions has made a hard-hitting submission against a proposed interim Bill of Rights drawn up by the Multi-Party Negotiating Process.

The federation believes the document is fundamentally flawed and, if passed, could weaken the body of existing worker rights the labour movement has fought to entrench and also hamper efforts at reconstruction.

It could also limit "the levelling of the playing fields" by creating the space for employers and the state to challenge, for example, affirmative action programmes and land reform.

Cosatu has threatened a march on the World Trade Centre and will call an urgent meeting with its alliance partners, the African National Congress and the South African Communist Party to discuss the Bill.

The labour federation's submissions to the Technical Committee on Fundamental Human Rights during transition have been instrumental in the redrafting of the proposed Bill for the fifth time.

Cosatu also raised doubts about the legitimacy of such a technical committee to draw up an effective Bill of Rights. The federation insists that the committee went well beyond its mandate to draw up an interim schedule of rights to aid free and fair elections.

"Cosatu is most concerned that

'Bill restricts labour's hard-earned rights'

WJW
25/6 - 17/93
what should have been a simple exercise of selecting those rights that are necessary to ensure a successful transition -- has developed into a large-scale usurpation of the work of the constitution making body.

"Proposals in at least nine areas seek, through the back door, to limit our right to trade union organisation, to strike in defence of our interests, to conclude collective agreements, to bargain centrally, and to address gender and racial inequalities in our society."

After labour's submissions, the right to strike and organise have now been included.

Cosatu also suggested that either a general or a specific rider be added to the Bill where proposed rights may be used against trade unions. This would read: "The provisions of any statute to promote orderly and equitable collective bargaining and the regulation of industrial action shall not be affected by the provisions of this Bill."

Another option is to specifically exclude certain actions at the relevant points in the Bill, though the technical

crimination is not used as a means to perpetuate discrimination.

Cosatu's submissions were equally vocal on the draft charter's provisions for a state of emergency, detention without trial and its silence on land redistribution.

An earlier draft Bill of Rights included a draconian clause suspending trade union association and collective bargaining during a state of emergency. "Even under the notorious Public Safety Act, the state president could not publish emergency regulations in respect of labour relations," the federation's lawyers said.

The offending clause has been removed, though the federation last week said it remained opposed to any detention without trial. (The draft Bill of Rights provides for detention without trial under a state of emergency.)

The federation's assistant general secretary, Sam Shilowa, said its manifold problems with the Bill of Rights did not mean it would reassess its stance on staying out of negotiations and making submissions through its alliance partners.

Cosatu's lengthy submission on the proposed Bill of Rights is a foretaste of what the federation views as its role in a new government, according to a source. "We want to retain our independence as a labour movement and see ourselves as an organisation representing civil society."

committee says this would harm the clarity and simplicity it attempted to entrench in the draft Bill.

The federation is concerned that freedom of association should not mean that management can pull out of industrial councils and other recognised bargaining structures; that the right to privacy should not restrict a trade union's access to company information during negotiations; that the right to engage in economic activity should not dilute health and safety provisions or trade restrictions and the right to property should not mean that trade unions are not allowed access to workers.

The right of access to the courts should not enable any party to tamper with agreements and commitments being hammered out at the National Manpower Commission and the National Economic Forum.

The non-discrimination clause could work against affirmative action and other programmes aimed at redressing discrimination.

"It is essential again to qualify this clause in such a manner that non-dis-

Unionists in protest march

Staff Reporter

140A

ABOUT 500 members of the South African Railway and Harbour Workers' Union (Sarhwu) marched yesterday to the Spornet offices on the Foreshore to demand that Transnet stop unilateral restructuring of public enterprises

Secretary Mr Ndanele Tilela, said Sarhwu would accept Transnet's wage increase of 6,5% only if employees were not retrenched at the end of the year

NUM declares wage dispute

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) declared a dispute in its wage negotiations with the Chamber of Mines yesterday and will apply for a conciliation board hearing today — the first time this step has been taken since 1987, NUM assistant general secretary Mr Marcel Golding said

He referred to the chamber's final wage offers of 6% on most gold mines and between 4,8% and 10,5% on coal mines as "neither reasonable nor credible"

However, Anglo American has offered R45 a month — which translates into a 7,4% to 8% increase for the lowest categories — or 6%, whichever is the greater, and JCI R40 a month (about 7% for unskilled surface work-

ers) or 6%

The union wants a 15% rise for workers on gold and about 30% for those on coal mines

Expressing its "disappointment" with NUM's action, the chamber said yesterday despite the recent gold price rise, the sector was "not out of the woods" and coal had been adversely affected by low prices

(140A)  CT25/6/93

Eskom bosses of a fynbos park

DALE KNEEN
Weekend Argus Reporter

SUGGESTIONS have been called for by the Overberg Regional Services Council on how to develop the area between Gansbaai and Strusbaai a section of which has been bought by Eskom for a potential nuclear power station.

The Administrator of the Cape Mr Kobus Meiring has given the RSC the go-ahead to prepare a sub regional structure plan for the area known as the Roostrandveld district of the southern Overberg.

Development suggestions will be included in the planning phase of the RSC's proposed structure plan which was called for in response to Eskom's purchase of land at Bantamskop.

Eskom's announcement in mid 1990 that it had bought the ground 30km southeast of Gansbaai sparked controversy as conservationists felt it would destroy an area known for its fynbos.

Eskom spokesman Mr André van Heerden said it was unlikely a nuclear power station would be built on the site this century and that there was no definite commitment to use the land for that purpose.

The land was earmarked as a potential site for a nuclear power station but that does not mean it will be used for that purpose in the meantime we intend managing the site as a nature conservation area.

The Bantamskop land was one of four identified as possible sites for nuclear power stations. The others are at Tony's Bay near Port Elizabeth and Brazil and Schulpfontein near Kleinsee.

Anyone wanting to make representations is invited to submit written comments to The Chief Executive Officer Overberg Regional Services Council 26 Long Street Bredasdorp 7280 before August 10

Roads are crumbling throughout the province while funds for maintenance are diverted to pay for anti-stone-throwing measures

CLIVE SAWYER
Municipal Reporter

ROADS in the Cape have gone MAD — which stands for Moisture Accelerated Distress, a condition caused by tyres wearing grooves in them, preventing proper drainage and leading to cracks and hazards for the motorist.

A funding crisis and more heavy traffic is worsening MAD throughout the Cape.

Provincial officials this week revealed statistics that revealed a stark picture of the road network deteriorating to third-world standards.

It will get worse before it gets better, said provincial roads engineer Mr Theuns Kruger.

Travelling around the country will become more problematic.

Fuel costs for motorists could soar. Fuel consumption of a passenger car at 100km/h was 8 percent higher on a paved road with a bad surface than on a road in good condition.

Treasury funds for roads had plunged in the past decade.

Now apart from road-safety problems we have personal safety problems for which we have never had to provide in our budget.

It was disclosed the Gordon's Bay-Rooi Els road badly in need of repair for years was one of the maintenance projects put on hold to help fund new walls and bridges on the N2 hell-run.

Repairs to a potholed road in the eastern Cape between Bedford and Adelaide would have to wait because of emergency spending on personal safety measures.

Funds had not been set aside for walls alongside the planned site for Du Noon on the N7 and

Roads certified MAD

Roads were down to less than 100 km a year while more than 1 800 km were classified as in poor condition.

Catching up with the backlog of rehabilitating only the roads older than 25 years would take 60 years, said CPA material chief engineer Mr Etienne de Villiers.

Rehabilitation projects or some of the very few reconstruction projects still in progress included one very expensive — but temporary — item — The provision of bypasses of a reasonable standard for traffic to be diverted from stone-throwers — money that could be better spent on permanent projects, said Mr Kruger.

He said many roads in the province could become toll roads as part of the national network.

But increasing the number of toll roads was a policy he opposed.

I do not think toll roads are the best thing — funds should be raised rather through an increased fuel levy, said Mr Kruger.

It was possible 'dedicated lanes' could be created on some freeways for high-density vehicles like buses, minibuses and fully-laden cars.

Those flyovers to nowhere are going . . . nowhere!

CLIVE SAWYER
Municipal Reporter

THE incomplete Foreshore freeways 'I would not say there is no prospect of their ever being finished but they will not be completed in the foreseeable future for some time.

But in spite of the crisis a few projects were in progress — drastically fewer than were needed.

These were

- The N1 from Koeberg interchange to Kruger
- The Old Oak interchange

that improvements to the net work will be possible only with substantial contributions from the private sector from for example farming communities for farm to market roads.

Motorists were warned to drive slowly and carefully as the provincial road network deteriorated.

Motorists travelling at 100 km/h or more on our roads sometimes express concern

the developer — Milnerton Town Council — would have to find them.

The CPA recently built devotions at Jansenville and Molteno because of stone throwing on divisional roads.

And the very farmers at whom rocks were thrown were asked to help fund road maintenance.

Mr Kruger said It is clear

about work being done on black top (tarrad) roads because black top roads are seen as being permanent.

Should you pause and care fully inspect such roads you would most likely see cracking, rutting and brittle fatigue.

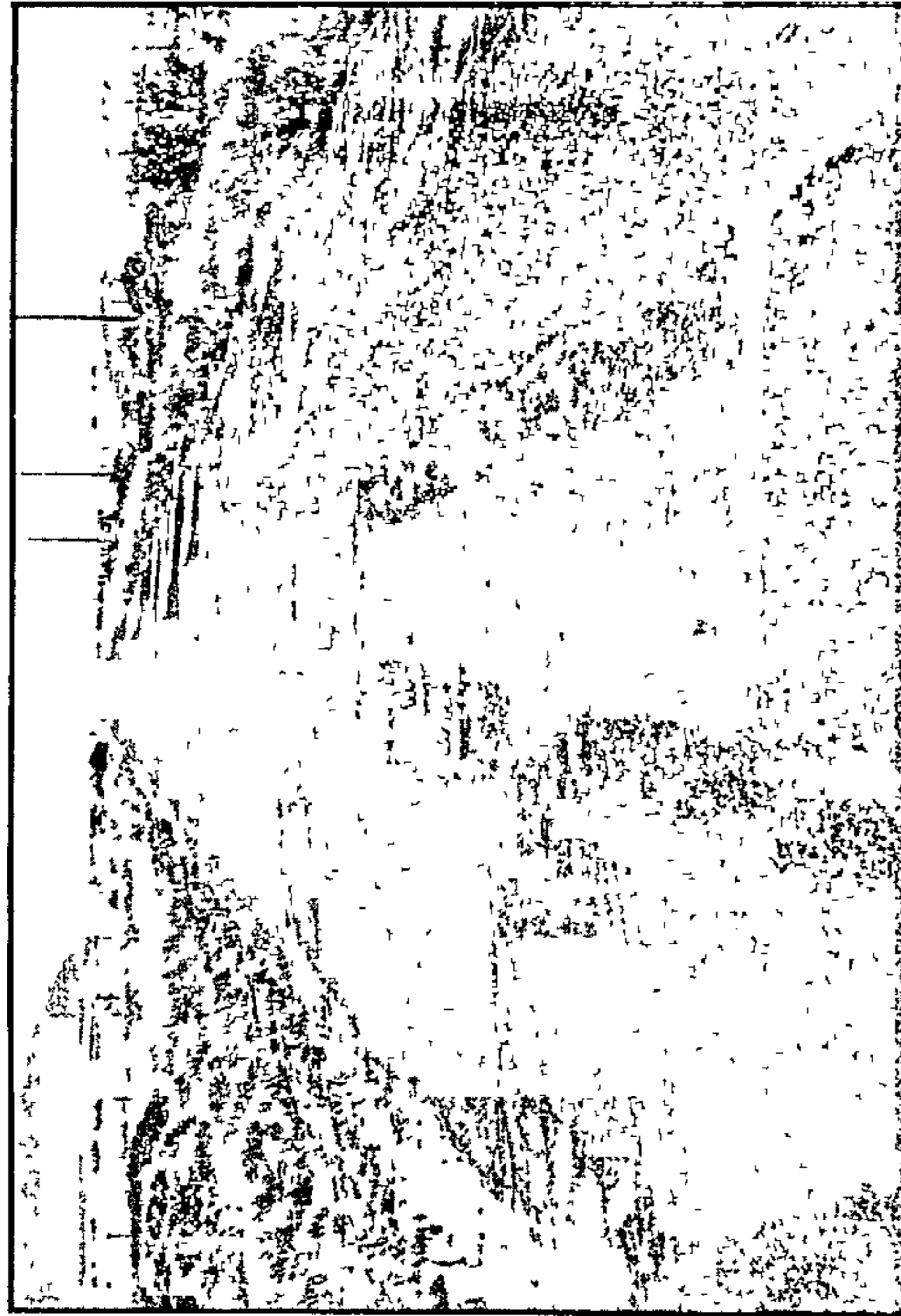
The shortfall in funds needed for maintenance of roads was R1 billion.

About 6 000 km of roads in the province were more than 25 years old.

4 877 km were 15 to 25 years old while only 660 km — less than four per cent of all roads in the province — had been built in the past five years.

It would cost R35 000 a kilometre to reseal roads to extend their lifespan by up to 10 years — but if they were allowed to continue deteriorating this would multiply tenfold.

Meanwhile rehabilitation of



habilitation project. The Old Oak interchange is already being upgraded while this project will involve widening of and repairs to, Koeberg interchange structures.

■ The road from Bristown to Brak Rivier en route to Kimberley, involving the rehabilitation of 52km of road.

■ The Outeniqua pass between George and Oudtshoorn.

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Two girls guilty of burning woman

DAVID YUTAR
Weekend Argus Reporter

TWO teenage girls have been found guilty in Cape Town juvenile court to charges of attempting to murder a woman by dousing her in methyolated spirits and setting her alight.

The girls, aged 13 and 19 pleaded guilty.

A third girl, aged 14, pleaded not guilty, saying she tried to stop the attack.

The court found that four teenagers poured meths over vagrant Anna Swartz who had been sleeping under newspapers on May 30 in Dean Street, Gardens and set her alight.

In statements before the court the two girls who pleaded guilty said they both ran away from home to become strollers (street children).

That evening they decided to sleep at St George's Cathedral.

During the night their blankets and some clothing disappeared and were found with Ms Swartz.

They poured the methyolated spirits over her and set her alight.

Magistrate Mr G Olwage postponed sentencing until July 30 for a probation officer's report.

The hearing on the charge against the third girl was postponed until July 8 for further investigation.

But increasing the number of toll roads was a policy he opposed.

I do not think toll roads are the best thing — funds should be raised rather through an increased fuel levy, said Mr Kruger.

It was possible 'dedicated lanes' could be created on some freeways for high-density vehicles like buses, minibuses and fully-laden cars.

Asked what prospect there was for road upgrades in neglected township areas a provincial official said roads 'of metropolitan significance in theory could qualify for assistance.

Building and maintaining roads in townships was the responsibility of the local authority, he said.

Not only tarred roads were facing a crumbling future gravel ones also needed upkeep.

About R92 million was needed to repair gravel roads throughout the province but only R42 million was available.

Asked if tarred roads could be ploughed up and converted to gravel to save money Mr De Villiers said We are not contemplating ploughing yet but it could happen where we could not do anything to patch up a road and it would be cheaper to rip it up.

But, I would hate to see that happen.

Unions set a date to strike

Weekend Argus Correspondent

SIX Cosatu-aligned unions representing hundreds of thousands of state and municipal workers have set their sights on the end of July and the beginning of August as a tentative date for a general public sector strike.

Mr Neal Thobakade, assistant general secretary of the National Education Health and Allied Workers Union confirmed this after attending a meeting of the Public Sector Coordinating Committee in Johannesburg on August 26/27/28.

The unions include health, education, municipal post and telecommunications police and prisons workers.

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South 26/16 - 30/16/198

Workers urged to go to World Trade Centre

WORKER rights were in "grave jeopardy" because workers were leaving their future in the hands of negotiators at the World Trade Centre.

To solve the problem, workers had to find out where the World Trade Centre was (outside Johannesburg at Kempton Park) "go there in great numbers" and make their presence felt when their future was being decided.

Mr John Copelyn, general secretary of the SA Clothing and Textile Workers Union, told a labour conference at the weekend workers had made too many sacrifices and had fought too long to become passive

"We've gone to sleep as a trade union movement. We are always referred to the World Trade Centre and told that people at the World Trade Centre are looking after our interests."

To loud applause Copelyn reminded delegates to the conference of the story about a group of people who were told to close their eyes and pray and everything would be fine. When they opened their eyes their land was gone

"We are being told to close our eyes and leave things to the World Trade Centre and when we open our eyes everything will be all right"



Sheila Camerer

Supporters of the ANC were led to believe that as long as the ANC was at the negotiating table everything would be all right. The same situation existed among National Party supporters, Copelyn said.

"Unfortunately this approach is a great discredit to the trade union movement. We have suffered too much and fought too long to be passive about our rights."

Representatives of a few negotiating parties at the World Trade Centre presented their positions on worker rights at the opening of the "Worker Rights in a Democratic SA" conference.

Professor Albie Sachs stood in for



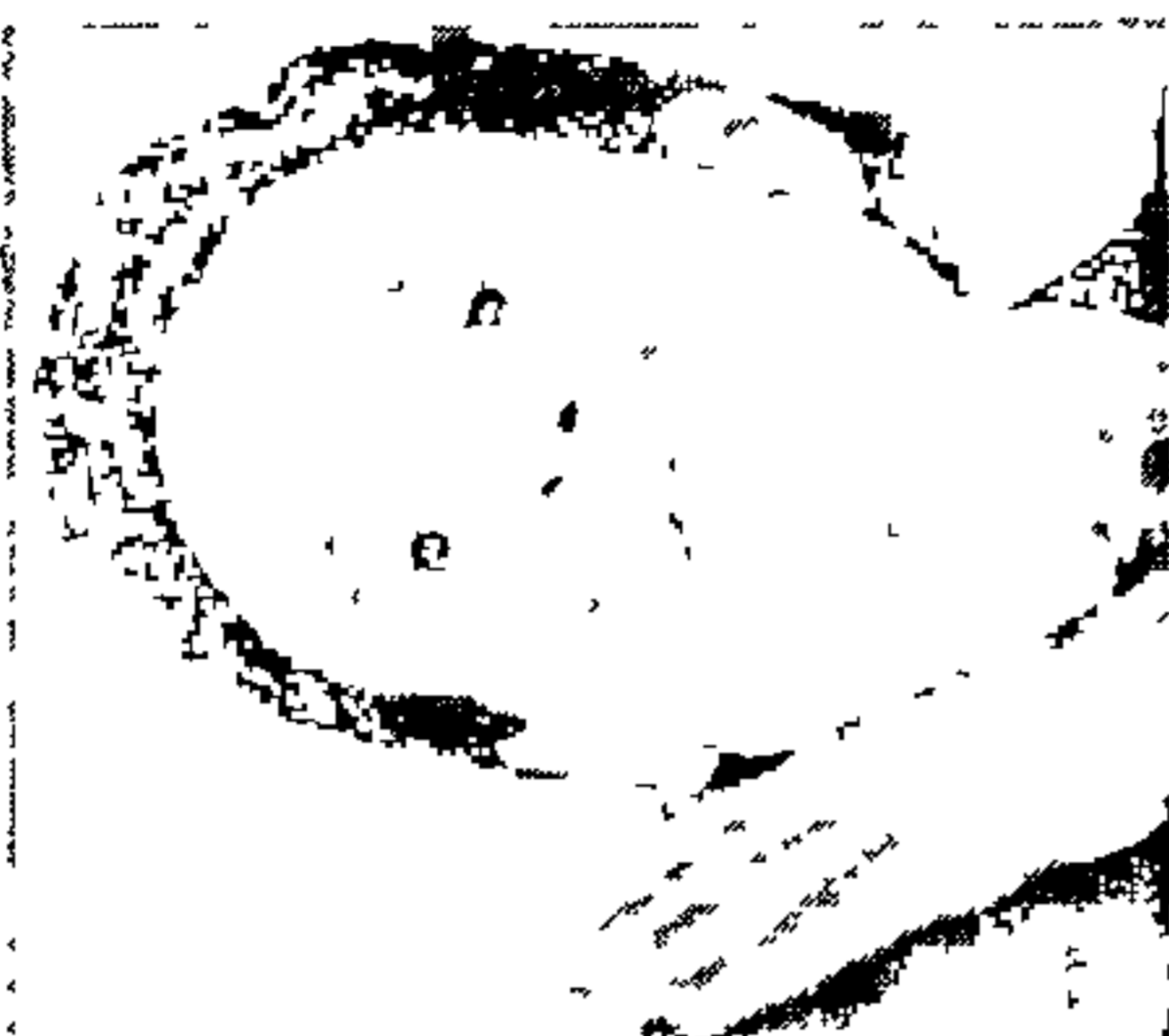
John Copelyn

the ANC, Mrs Sheila Camerer for the NP and Mr Tony Leon for the Democratic Party.

After the speakers from the political organisations presented their viewpoints Mr Copelyn commented. "I am not here to stroke you, be polite and welcome you to the new South Africa I'm on home turf"

Copelyn said workers should be concerned about the outcome of negotiations and how it affected them in the future. He said if unions lost the right to closed shop agreements and industrial councils, political parties would not be responsible but courts would.

"If we lose our rights it won't be



Tony Leon

the NP or the ANC taking away those rights but court judgements. We have to be wary"

Camerer and Leon prefaced their speeches with warm thanks to Sactwu for inviting them to address the conference because, both said, it was not very often that got invited to conferences of the sort.

Camerer was put on the line after presenting the NP's position on worker rights. According to the NP charter workers have the right to go on strike but employers, at the same time, had the right to employ an alternative workforce. After some fumbling she composed herself and said.



Albie Sachs

Our approach is to be fair to workers and employers."

She added the NP charter could be amended

Sachs told the gathering that worker rights should be firmly entrenched in a future South Africa and that "no government in future, including an ANC one, can take away these fundamental worker rights".

Sachs warned, that workers should not only confine themselves to fighting for worker rights. "You should not ignore the general rights that every person is entitled to. You are all South Africans, not only workers" **RAFIQ ROHAN**

A conference hosted last week by the South African Clothing and Textile Workers Union (Sactwu) highlighted the need for closer attention to workers' rights in a future constitution.

Sactwu deputy general secretary Ebrahim Patel

summed up the debate

for **CHRISTELLE**

TERREBLANCHE:

CT: Among delegates at the conference there seemed to be a negative feeling towards the process at the World Trade Centre. Why?

EP: The unions are generally in favour of these multiparty talks preparing the way for free and fair elections and that a constitution and bill of rights be drafted in an elected constituent assembly

Our concern is not abstractly with the process. A technical committee has been established to define a core of fundamental rights. The way in which it has drafted the series of reports dealing with worker and individual rights, would take us back to a period when we were stripped of rights

CT: John Copelyn then urged the workers to take to the World Trade Centre and the streets in large numbers to fight for their rights. What are you planning?

EP: At a Cosatu meeting earlier this month we decided to organise a mass march for the Transvaal region to the World Trade Centre. Other regions were requested to find suitable targets. We will first draft objections to the technical commit-

Worker rights: let's make it constitutional

South 26/6 - 30/6/93

Christelle Terreblanche: Representatives from the National Party, Democratic Party and ANC spoke at the conference. What about the other parties like the South African Communist Party, Azapo and the Pan Africanist Congress?

Ebrahim Patel: From our point of view the two critical forces that are currently shaping the pre-constitution election phase are the government and ANC. They have different views, with the ANC largely sympathetic to trade unions, while the government's draft bill would have a tremendously negative impact on trade unions. The DP on the other hand had a view that there should be nothing in the bill of rights. So we brought them in as representing a view you would not find in the government and ANC.

(140A)

Ebrahim Patel

The next step is to request a meeting with the ANC and the technical advisers. Then we will go ahead with the marches

CT: Cosatu has always been in favour of an election alliance with the ANC. How does this impact on the upcoming phase?

EP: The accepted view is the independence of the trade union movement, because we have twin challenges. On the one hand we have a historic opportunity in the first election to put into place for the first time a government that will speak for all the people of South Africa.

But our permanent form of organisation will live well beyond the election. It is vital then that we don't con-

duct ourselves in the run-up to the first election in a manner that destroys the unity of the trade union movement, or marginalise our members so that they have faith only in the political process. Or even to get the union to see itself in such hostile relations with future governments that they no longer recognise that a historic shift took place after the first election.

So our strategy has to subtly capture those three challenges

CT: Trevor Manuel, ANC head of economic planning, said though, at the conference, that the political impact of the trade unions will be limited. How do you interpret that?

EP: He cautioned that the interest



groups within the national economic forum are not able to rise above the narrow interests of their constituency, so that labour would never be able to develop a vision that is broader than the advancement of its workers.

We put forward the contending view that our history is such that we have not become a business union, obsessed only with workers' pay packets. We have come to speak on behalf of the workers and the poor generally. We try to have a development perspective that is much broader than the interests of our members.

CT: So you are denying that there are cracks in the alliance, as has been suggested in the press?

CT: Mr Cyril Ramaphosa emphasised labour's role in civil society. How do you envisage that?

EP: Cosatu is considering convening a conference on civil society, where we bring together a number of movements in society. Having a strong and powerful labour movement is perhaps the most important contribution we can make towards the culture of strong civil society.

CT: Is Sactwu satisfied that the conference was the milestone it intended it to be?

EP: Yes, we see it as a success. Our criteria were firstly that it must provide an opportunity for some serious debate, which it was. Secondly that it must increase our members' understanding of how the current constitutional process can negatively affect them. And it did that very well.

Even the DP and NP conceded they would be prepared to accept fundamental worker rights or would have to rethink their own proposals on labour.

And the ANC of course saw that it will not be constitutional lawyers that determine the content of that, but the vigorous, wide-awake labour movement.

The conference has put worker rights right back in the centre of the political debate

Tough talking in pay demands

TOUGH wage bargaining will take place in the next few weeks in the four sectors in which Numsa operates. More than 400 000 workers are involved.

Numsa wants a 16% pay increase in the metal, auto assembly, tyre and motor industries. The union has banned overtime in the motor industry.

Employers are concerned that the union called for the ban before declaring a dispute.

Employer spokesman Dave Kirby says the overtime ban "is not expected to have any major effect on the local market".

STimes (Russ)

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(49)

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140A

Strike: Govt-union showdown looms

Own Correspondent

DURBAN — A major showdown is looming between the government and six Cosatu-aligned trade unions after the announcement of a general public sector strike over wages at the end of next month.

The six unions set the end of July or beginning of August as a tentative

date for the strike in a Public Sector Co-ordinating committee meeting in Johannesburg last week.

More than 70 000 workers employed by 300 local authorities countrywide have begun a co-ordinated strike ballot after national wage negotiation deadlocks.

The SA Municipal Workers' Union faces wage offers ranging from a

wage freeze to around five percent.

The union plans to use the dispute to challenge legal restrictions governing the "essential services" provision on municipal workers' right to strike.

As part of the build-up, municipal services were disrupted in some Eastern Cape towns when workers staged protest marches.

The proposed strike includes unions in the health, municipal, post and telecommunications, education, prisons and police sectors.

• The National Union of Mineworkers of South Africa has instituted an overtime ban in an attempt to "speed up wage negotiations", collective bargaining chief Mr Les Kettle said.



Star 28/6/93

Metalworkers make new offer

By Paul Bell
Labour Correspondent

The flagging wage negotiations between the National Union of Metalworkers of SA and the steel and engineering industry have been given a boost with the union's presentation of a new set of proposals

Last week, union negotiators were glum about prospects, warning that

if employers failed to make a satisfactory offer, the emerging consensus for a restructuring of the industry for competitiveness would be jeopardised (140A)

Offers by the Steel and Engineering Industries Federation of SA range between 4,8 and 7 per cent, while Numsa wants inflation-level increases

Last Monday, Numsa presented new proposals

suggesting an improved wage offer linked to making cash available to change work practices from 1994 (255)

Seifsa was expected to respond on Wednesday, the day before the wage implementation date

Numsa negotiator Chris Lloyd said "This is ground zero" (127)

Of the employers' initial response, he said "They're interested"

NEWS Johannesburg and

Fraud scare at Saccawu

Sowetan 28/6/93

By Ike Motsapi

THE FATE of the national executive committee of the South African Commercial Catering and Allied Workers Union, alleged to have been involved in financial irregularities, will be decided next month

This was one of the decisions taken at an urgent meeting of Saccawu's Witwatersrand branch at Vista University in Soweto yesterday

The future of the union's executive will be decided at a national congress in Durban on July 21

Mr Mike Tsotetsi, chairman of the Wits region, said an internal commission of inquiry into alleged corruption and fraud in the union had released a report detailing financial mismanagement and alleged fraud and corruption involving over R500 000 by the national executive committee

The report revealed, among other things, that

- No proper books of account had been maintained for the national account and head office of the union,
- Blank cheques were presented to signatories for signature,
- No salary files could be located,
- There was no proper documented system of procedure of activities controlling finances,
- There had been inadequate security and control of assets, cheque books and documents within the union, and
- There had been inadequate prioritisation and follow-up on the alleged banking accounts opened and cheques fraudulently deposited therein

Wage dispute could drag on

ERICA JANKOWITZ

THE NUM application for a conciliation board hearing on its wage dispute with the Chamber of Mines will take time to process as the board has to be appointed by the Department of Manpower.

It is the first time the union has applied for a conciliation board since 1987 when a crippling strike ensued.

Employers feel a "cooling off period" would suit them best, but the early establishment of a board would probably be to the advantage of the union. (UOA)

The parties are scheduled to meet again next week to try to resolve the dispute. Biday

"Expectations this year are very high. The rank and file think the gold price will have an immediate effect and, politically, hopes are sky high. They're putting pressure on their leaders to put up a fight this year," an Anglo American spokesman said. 28/6/93

He said Anglo had made its differentiated offer to show the union employers had "come to the end of the line".

Cosatu to lobby for more rights, says labour expert

Bill No. 28/16/93

ERICA JANKOWITZ

COSATU and other trade union groupings would press for statutory organisational rights and employers would have to "formulate positions in this regard", Professor Peter le Roux said in the latest edition of Contemporary Labour Law (140A)

In the absence of a consistent body of jurisprudence, as well as the period required by the Industrial Court to establish standards, Le Roux said legislative changes were likely to be made to regulate these rights.

Cosatu made a detailed report concerning organisational rights to the International Labour Organisation (ILO) fact-finding commission which visited the country last year. It argued for the inclusion of right of access, stop order and collective bargaining facilities, and the recognition of shop stewards.

Le Roux said access was recognised by the ILO commission as being of crucial importance in SA, where many workers both worked and lived on employers' premises. Denial of access under such circumstances would hinder unions in their recruitment of members, as well as prevent them from having access to members.

In light of an ILO convention, the commission recommended that "access should be granted more freely to unions for the purpose of carrying out normal union activities".

On collective bargaining facilities, the commission said "space for union

business and meetings, time off for union business or training; (and) access to information for negotiation purposes should be accorded to the unions either through national laws, regulations or collective agreements"

However, the granting of facilities should not "impair the efficient operation of the business" and should take into account the undertaking concerned.

The ILO also recommended that the prohibition on stop-order facilities under the present Labour Relations Act should be repealed. Currently, unregistered unions are not entitled to apply for such a facility unless the Minister gives permission.

Le Roux noted the draft Bill drawn up by the National Manpower Commission which is being circulated for comment included this change.

ILO recommendations also cover shop steward rights and duties. Victimization and time off for training and to attend to union matters are dealt with as well as access to necessary information.

Le Roux said that as the article was wide in application and contained financial implications, the ILO provided for countries, either through statute or collective agreement, to define the "precise extent of facilities and the conditions under which they should be granted".

Oppenheimer backs our view, says union

Star 29/6/93

By Paul Bell
Labour Correspondent

Amgold chairman Nicky Oppenheimer makes a case for a better wage increase than the one being offered by the Chamber of Mines by anticipating a healthy performance for the gold-mining industry in the year ahead, say negotiators for the National Union of Mineworkers

This is the argument NUM will take before a statutorily appointed conciliation board, which it hopes will meet on Thursday to continue wage negotiations with the Chamber

NUM, seeking a 15 percent increase on gold mines, declared a dispute last week when the Chamber refused to budge beyond a 6 percent rise

Brandishing a copy of Amgold's annual report, assistant general secretary Marcel Golding yesterday quoted Oppenheimer as saying the gold price had reached an all-time high of R39 000 per kilogram in May.

According to Golding, Oppen-

heimer continued "It is likely that this improvement in the price will be maintained, and the South African gold mining industry in particular should be able to look forward to a healthy performance in the year ahead" (140A)

Said Golding "In the present case, the facts are good. They are good for the mine bosses — and we believe they should be good for our members."

Producing charts showing the break-even points of 40 mines relative to the current price, he claimed not one mine could be considered marginal by the accepted standard — a profit/revenue ratio of 5 percent

The owners were better off this year than last, said Golding. All NUM wanted was to restore the purchasing power of its members' wages to that of 1992

NUM is also insisting it be granted an agency shop on the mines. This would involve the imposition of a levy on about 200 000 non-union workers

Star 29/6/93
Pay rise for clothing workers could hit jobs

By Tom Hood

CAPE TOWN — The 9,25 percent pay rise won by the country's 100 000 clothing workers from July 1 will fatten their wage packets by more than R15 million a year.

But, unless the industry can pass its higher labour costs along the line — boosting shop prices — still more manufacturers will be forced to close their factories, warn industry leaders

Chances are slim, however, of major retailers accepting price increases. Pep Stores chairman Christo Wiese said last week that this year had been the toughest yet for the clothing retailer but business could turn for the better in the third and fourth quarter.

The pay agreement was reached in negotiations conducted nationally for the first time between employers from the four provinces and the SA Clothing and Textile Workers' Union (Sactu) in Johannesburg.

National Clothing Federation president Aaron Searll said that, while the industry was still operating under difficult trading conditions, the settlement was considered fair and reasonable to both sides.

"But, there is no way the industry will be able to absorb this increase and, unfortunately, it will have to be passed on to our customers," he said.

Vendome offers a place for luxury

LONDON — The rarefied world of European luxury goods has caught the scent of a new name with the christening of Vendome, the planned holding company for the portfolio of luxury brands owned by Riche-mont of Switzerland

Cartier, Piaget, Mont Blanc, Dunhill and Karl Lagerfeld will be injected into Vendome, which is to be listed in London and Luxembourg if a restructuring of Riche-mont's subsidiaries is approved by shareholders.

Analysts estimate the new company could be valued at up to £3 billion, making it a member of the FTSE-100 index in London, even though luxury brands are out of favour because of recession.

Richemont, controlled

by the Rupert family of South Africa, has spelt out its plan to simplify its complex group structure by splitting off the tobacco arm, Rothmans International, and combining the two luxury goods businesses, Luxco and Dunhill Holdings, into Vendome.

Dunhill is at present a 57 percent owned subsidiary of Rothmans.

Shareholders

Shareholders in Rothmans and Dunhill Holdings are being offered cash and shares in the new tobacco and luxury goods companies

Richemont said the new structure would lead to savings and improved marketing "We are trying to get the operational structure to re-

flect operational necessities," said Johann Rupert, managing director

The restructuring will also bring to an end Dunhill Holdings' life as a publicly listed company

The company, which was set up by Alfred Dunhill exactly 100 years ago, was listed on the London Stock Exchange in 1923

Lord Douro, Dunhill's chairman, said Vendome's individual brands would continue to be managed separately and the disappearance of Dunhill's listing was not significant.

"We believe Vendome is one of the most distinguished group of brand names," he said. "It would be immodest to say more than that"

The new company is named after Paris's up-market Place Vendome.

Piet Liebenberg joins Cosab



Piet Liebenberg.

One of South Africa's best-known bankers, Piet Liebenberg, has been appointed chief executive of the Council of Southern African Bankers (Cosab).

The new appointment is effective from July 1.

Commenting on the appointment of his namesake, the chairman of COSAB, Chris Liebenberg, said that the Council was delighted and

fortunate to obtain his services

"Piet's exposure to the different fields of banking, and his knowledge of the economy, will stand COSAB in good stead"

Piet Liebenberg succeeds Tony Norton who left COSAB recently He will retain his non-executive chairmanship of Bibhaton '94, a project of the Bible Society of South Africa

Property firm clinches first 'unit' deal

Property Editor

Capital Property Fund is the first property unit trust (PUT) to buy property by the direct method of issuing units to the seller

This follows recent changes to the trust deed provisions for property unit trusts.

The new provisions, recommended to the Financial Services Board

by the unit trust advisory committee last year, allow the PUTs to issue units directly to vendors of property, rather than holding a rights issue to raise cash for the purchase

Capital, managed by the JH Isaacs group, has already used the new system to buy an industrial property from Anglo-Dutch, and says two more such deals are in the pipeline

The current deal involves the issue of 5 230 000 new units, worth R13,5 million, and the placement of these with a number of institutions in order to give Anglo-Dutch the cash

JHI (Transvaal) property management director Markham Becker says the new system will allow PUTs to compete on an equal footing with variable loan stock com-

panies or direct buyers and that other funds are expected to follow Capital's lead

He says that using scrip for acquisitions will also eliminate the discount to market value in issuing new units which was necessitated by a rights issue, and which worked to the disadvantage of existing unit holders who tended not to follow their rights.

Cosatu backs day of action

ERICA JANKOWITZ.

COSATU yesterday endorsed ANC president Nelson Mandela's call for a "day of action" on July 1. The federation was unable to give details of what action would be taken, saying its regions, alliance partners and other members of the "mass democratic movement" were meeting to discuss strategy.

Cosatu spokesman Keith Madonsela said it was not up to the national office to prescribe to participants how to express their anger at right-wing action on Friday at the World Trade Centre negotiations.

Some regions might call for stayaways, others for marches, demonstrations and pickets, Madonsela said.

Mediation on the cards for NUM wage dispute

Friday 29/10/1973

THE NUM and the Chamber of Mines are expected at a conciliation board hearing on Thursday in a bid to settle the wage dispute declared last week.

NUM assistant general secretary Marcel Golding said the 6% wage offer from most gold mines was unacceptable against the Rand gold price, which had reached its highest level so far.

Golding quoted Amgold chairman Nicholas Oppenheimer as saying "the all-time high price of R39 000 per kilogram" achieved in May should be maintained and SA's gold mining industry "should be able to look forward to a healthy performance in the year ahead".

Golding said the current gold price meant all gold mines were making a profit NUM's study of working costs excluding capex showed "not a single mine"

ERICA JANKOWITZ

was marginal. The union aimed to secure better basic wage increases in light of these arguments and the fact that mineworkers' basic pay had fallen in real terms over the past three years.

"Historically, workers on mines which offer some form of profit share have managed to top up earnings by an average of 4%. If we could secure a double-digit basic wage increase in addition to this 4% supplement, we would be going some way to preventing further erosion of workers' buying power," he said.

The industry has argued that it cannot bank on a sustained high gold price, and that any improvement in the gold price is shared in proportion through bonus schemes on certain member mines.

Industry employers believe their priority is to restore international competitiveness. SA has climbed from being one of the lowest-priced gold producers to being within the top four, but cannot afford to climb any higher. The industry also believes it should invest in capex and ensure future growth by examining development areas.

The chamber has offered 4.5% to 10.5% rises on coal mines in response to the NUM's average 30% demand. Golding called for a negotiating forum of producers, consumers and unions to set up an effective industrial energy policy.



NUM assistant general secretary Marcel Golding explains the union's position on wage negotiations with the Chamber of Mines at a news briefing held in Johannesburg yesterday.

Picture ROBERT BOTHA

Municipal union poised to strike

By Day 29/6/93
ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu) will embark on a national strike on August 2 which will affect about 70 000 municipal workers in 300 local authorities. (140A)

However, letters have been sent to municipalities requesting a re-examination of the union's demand for a R650 minimum monthly salary "with appropriate increases for those on higher rates", in an attempt to avert industrial action. (140A)

Samwu general secretary John Ernstzen said the strike ballot conducted from mid-June had shown an almost 90% vote in favour of a strike.

On July 13 Samwu and Cosatu's other public sector unions — the National Education, Health and Allied Workers' Union and the Post and Telecommunications Workers' Association — together with other participants in the public sector forum will meet to formulate combined action.

Samwu's major objections are the "totally inadequate wage offer" of between 0% and 6%, privatisation, unilateral restructuring with resultant retrenchments, and delays in the extension of labour relations rights to public sector unions. (200A)

Sowetan 29/6/93

ANC's day of action

THE Congress of South African Trade Unions yesterday endorsed the ANC's call for a "Day of Action" on Thursday in protest against the rightwing siege at the World Trade Centre on Friday (140A) (140A)

The union federation also urged employers to join in the protests

It said employers should participate individually and through their organisations to register their support for peace and democracy

Cosatu said South African of all walks of life reserved the right to demonstrate their anger and refusal to be intimidated — Sapa

ly, June 29 1993

3

Cosatu backs day of action

ERICA JANKOWITZ

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Cosatu spokesman Keith Madonsela said it was not up to the national office to prescribe to participants how to express their anger at right-wing action on Friday at the World Trade Centre negotiations.

Some regions might call for stayaways, others for marches, demonstrations and pickets, Madonsela said.

Star 30/6/93

National stayaway feared

By Kaizer Nyatumba
and Paul Bell

South Africa appears headed for a potentially crippling national stayaway tomorrow, despite the reluctance of the national leadership of the ANC-led tripartite alliance to specifically call for a countrywide stayaway to mark its "day of action in defence of democracy"

But some ANC regions — including the powerful PWV body — have already indicated they will be calling for regional stayaways

ANC deputy president Walter Sisulu said yesterday that the "day of action", called by the ANC-SACP-Cosatu alliance in protest against Friday's occupation of the World Trade Centre by rightwingers, would include marches and pickets on

police stations, rallies, mass meetings, church services, demonstrations, ringing of church bells and driving with lights on

Various regions of the alliance would decide whether or not regional stayaways would be staged

However, Cosatu secretary-general Jay Naidoo said the giant labour federation had called on employers to support "the forces of democracy"

Warnings (140A)

So far the PWV, the Natal Midlands and the northern Cape regions of the alliance have called for regional stayaways, and many more regions were expected to do the same today

Yesterday the alliance said the Government's failure to act on warnings of an imminent assault on the World Trade Cen-

tre, coupled with the security forces' lack of response, had exposed Pretoria's inability or unwillingness to defend the peace process

The alliance demanded the finalisation of the election date, formation of a transitional executive council, multiparty control over the security forces and the arrest and prosecution of the rightwingers responsible and their leaders

The organisations also called for the resignation of Law and Order Minister Hennis Kriel and SAP Commissioner General Johan van der Merwe

Sisulu emphasised that tomorrow's protests were intended to be peaceful

"We call on all South Africans, workers, business and religious bodies, as well as civil society, to organise peaceful demonstrations," he said

ANC alliance calls for mass demonstrations over right-wing action

THE ANC/Cosatu/SACP alliance yesterday called on all South Africans to show their support for democracy by staging demonstrations tomorrow in protest against the storming of the World Trade Centre by right-wingers last week.

Cosatu general secretary Jay Naidoo said although the alliance was not calling for a national stayaway, regions "where there is capacity and where there has been proper consultation" could call for stayaways. Naidoo said the alliance would know today which of its regions would do so. Sources said the PWV region would be

among those calling for a stayaway. Naidoo said the alliance met employers yesterday to elicit from them what steps they were prepared to take to "defend" democracy. An employers' response was expected today, he said.

ERICA JANKOWITZ reports that Saccola said Cosatu had told it that its action would be aimed at the minimal disruption of the economy. Saccola vice-president Johann Liebenberg said Cosatu did not view the right wing's display of force as merely the occupation of a building but as "an attack on democracy and negotiations". As

WILSON ZWANE

such, Saccola was prepared to support the initiative, "but only if disruption of work was kept to an absolute minimum".

Seifsa encouraged its members to try to agree with worker representatives at company level on appropriate and non-disruptive forms of action, such as lunchtime meetings. The federation emphasised, however, that the policy of no work, no pay should — as in the past — be applied to any unauthorised absences from work.

To highlight the campaign the ANC has

taken a series of newspaper advertisements urging all South Africans to take "action in whatever form" tomorrow to protest against the right-wing's action.

ANC deputy president Walter Sisulu gave an assurance that planned demonstrations would be conducted in a disciplined manner. Sisulu and Naidoo were at pains to explain that the decision to declare tomorrow a day of action was taken only after a series of consultations with various formations, including churches.

The National Council of Trade of Unions (Nactu) said although none of its leaders

were participating in negotiations, it supported mass action against the bias shown by police in their handling of the World Trade Centre affair. "We, therefore, urge workers and other liberation forces not to go to work (tomorrow)," Nactu said.

Inkatha has, however, slated a stayaway, saying it would damage the economy. Inkatha central committee member Velaphi Ndlovu said those who wanted to go to work should be allowed to do so.

DIRK VAN EEDEN reports that the PAC will stage a demonstration at the

Alliance

World Trade Centre today.

PAC deputy president Johnson Mlambo gave the assurance that his organisation was going there to "talk, not storm" and that the march would be peaceful. The aim was to highlight PAC concerns about security forces and to strengthen PAC calls for a neutral venue and chairman.

Meanwhile, the AHI said the cause of the

Baby

30/6/93

From Page 1

Afrikaner had not been served by Friday's actions, Sapa reports. AHI vice-president P A Olivier said groups opposed to negotiations should not be prevented from expressing their democratic right to protest against them, but there were limits on how this could be done.

(140A) ● Comment Page 8

To Page 2

Numsa to set policy for next few years

BINew 2016/93

WILSON ZWANE

NUMSA's fourth national congress, which begins at the World Trade Centre this evening, will aim to set policies for the next three to five years.

At a news briefing yesterday, Numsa general secretary Moses Mayekiso said the congress would consider resolutions on issues such as the restructuring of the metal industry, employment conditions and wage negotiations, modernisation of the metal industry, economic reconstruction, the reconstruction accord and the union's role in the elections.

Numsa negotiator Bernie Fanaroff said "lively debates" were expected on the reconstruction accord and Numsa's role in the elections.

The congress, at which ANC Midlands chairman and Numsa honorary president Harry Gwala would give an opening address, would also elect new office bearers. (140A)

Fanaroff said before new office bearers were elected, the congress would be asked to confirm the decision by Numsa's central committee and executive committee to dismiss Maxwell Xulu from the presidency.

According to Fanaroff, Xulu was dismissed last year after the union had received evidence that he had links with the security police.

Mayekiso said the congress would

discuss policies on restructuring the metal industry. It would look into issues such as trade policy, incentives, the union's role in decision-making, training and grading, skills recognition and Numsa's proposal for statutory councils to oversee industrial strategies.

"Congress will concentrate on the question of how these can be mandated by workers"

On economic reconstruction, Mayekiso said the congress would discuss participation in forums such as the National Economic Forum.

The congress would also be challenged to propose concrete steps to develop socialism.

Sowetan 30/6/93

Workers dig in (140A)

EIGHTY Metal and Allied Worker's Union of SA members in the Northern Transvaal yesterday entered the sixth day of their strike.

The employees of Emet Diamond Cutting Works embarked on the strike last Wednesday over allegations of harassment.