

INDUSTRIAL RELATIONS

WORKERS ORGANISATIONS

[134]

1975 - 1977

Wages: Blacks will Participate more

Cape Times Corp. president... JOHANNESBURG... Minister of Labour... Marais Viljoen... Government... intended granting... Blacks workers more and more participation in... National Development and Management Foundation... Mr. Viljoen said more and more Blacks were being appointed in the Department of Labour to help establish interracial committees in various areas and more Blacks were being appointed to the regional committees of the central Bantu Labour Board which represents Blacks at wage-fixing meetings. The Government did not intend to outlaw Black trade unions. He indicated to em-

ployers who had devised Government policy by establishing interracial committees in their companies that he was prepared to live with this. Both the Metal Box Company and Scottish Cables announced at the conference that they had effectively functioning interracial committees. Mr. Nick van der Wal

committee system which will... In his opening address to the conference he recalled that he had indicated in the past that if the present works committee for company proved desirable he would consider... It is this aspect I have in mind the extension of the machinery in order that it can operate not only on a factory basis but also on an industry basis. Coupled with such as no state... the question of better committee appointments should be made binding can also be settled. This would obviate unfair competition by companies in the same industry which lagged behind other companies in wages.

of Metal Box, said at a meeting with management in a combined committee of which the chairman was an African and the secretary an Indian. At the end of the day the Minister said about the committees: "We have enough capacity to take that in our stride, digest it and ultimately have a

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Wherever South Africa has featured in speeches and the media during 1974, inevitably the word 'change' has been introduced. Certainly there has been progressive change in the economy which – in marked contrast to international trends – is healthy and is growing at a fast rate. However, the world is expecting changes of a more significant nature to take place in South Africa in the short term, and one of our chief preoccupations is the labour scene.

Early in the year, The Tongaat Group proposed certain amendments to the existing industrial legislation, which sought to establish the means by which black workers would be provided with negotiating powers that would enable them to be a party to agreements which could be legally recognised. Largely as a result of misinterpretation of the measures we proposed, there was a nervous reaction of some bodies who feared that the traditional labour pattern was in jeopardy.

Towards the end of the year, the chairman of The Tongaat Group and the managing director of South African Breweries held further discussions and together formulated a paper which was submitted to the Minister of Labour in the names of both companies

In the belief that these proposals are practicable and that they will be of interest to all who share our concern to see that fair and harmonious labour relations are established in our land, we have decided to publish them. At the same time, we confirm our intention to develop our own liaison committees and vest in them the necessary authority, which will allow them to participate in the decisions that affect them. In this way, black representatives will help resolve labour disputes, hold themselves accountable for breaches of agreements, and represent with dignity and confidence the workers who have elected them.

The Proposals

INTRODUCTION

This paper is the synthesis of views expressed by Messrs C. J. Saunders, chairman of The Tongaat Group Limited and Hulett's Corporation Limited, and Mr R J Goss, group managing director of The South African Breweries Limited, at a meeting of the corporate members of The Federated Chamber of Industries in Cape Town on September 9th, 1974.

In the paper recommendations are submitted for the modification of a number of aspects of the Bantu Labour Relations Regulation Amendment Act. The modifications suggested are based on extensive and, we believe, successful experience in the application of the provisions of the present Act in a wide variety of business undertakings and in various parts of the Republic

Whilst some of the modifications suggested are undoubtedly far-reaching, they nevertheless preserve the basic principles of the present Act. In spite of the undoubted opposition to the present machinery, sometimes strengthened by emotionally charged political agitation in favour of its total abolition, there is also a strong measure of support which can be further developed. This development, it is felt, will be considerably assisted by the proposals in this paper which encourage natural growth towards a more effective collective bargaining process.

BACKGROUND TO THE NEED FOR CHANGE

Whereas the 1973 amendments to the Act resulted in significant improvements, there nevertheless remain a

number of short-comings which make the resultant machinery for regulating labour relations inadequate in terms of present circumstances

The more important factors which give rise to this situation are briefly discussed below.

In spite of the increase in the number of registered Liaison and Works Committees it is clear that the majority of black employees do not have access to formal machinery for negotiating conditions of employment with their employers. The reason for this state of affairs is, we believe, because the establishment of Liaison and Works Committees is dependent entirely on the goodwill of the employer or on the exercise of initiative by an unsophisticated and unorganised labour force.

Because of apathy and resistance to the concept of Liaison and Works Committees from many employers and employees, it is unlikely that this situation will change of its own accord

Effective negotiation is difficult to achieve within the provisions of the present Act

* Firstly the structure and function of the Liaison Committees works in favour of the employer. The employer has the right to nominate the chairman and the Committee may only make recommendations in connection with conditions of employment which the employer is presumably free to accept or reject.

Instances can be cited where employers do not even permit discussion on such subjects as wages, hours of work etc in meetings of Liaison Committees

* Secondly there is no formal provision for the employees to meet on their own for the purpose of discussing their position

These two features are used as strong arguments by opponents of the concept. They also cancel out a quality which makes the Liaison Committee preferable to the Works Committee, namely, the creation of conditions in which *dialogue* can occur between the two parties.

* Thirdly there is no provision for enforcing agreements which are concluded voluntarily. Except in cases of dispute, enforcement of an agreement depends upon the goodwill of the employer

The only recourse open to the employees seems to be to declare a dispute and take the matter to the Regional Committee. This has the effect of further denegrating the position of the employees and cannot be regarded as beneficial to good relationships between the two parties

A particularly unfortunate shortcoming in this regard has been the failure to pursue allegations of victimisation by black workers. The fear of victimisation seems to be a fundamental characteristic of the black worker and it is important to ensure that the machinery for protecting the workers' position is free of criticism.

Instances of failure to pursue and resolve allegations of victimisation have probably done more to destroy confidence and acceptance of the system than any other single consideration

* Fourthly it is expecting too much for a group of workers to be able to drive a hard bargain with their employers at a committee meeting and thereafter to assume the normal employee/supervisor relationship at the workplace. This situation is common in all labour/management relationships but is considerably eased by the presence of the professional labour negotiator.

Obviously this problem cannot be readily corrected

but an improvement is possible in the modifications suggested in this paper.

For various reasons the Regional Committees are not seen to be fulfilling the role expected of them

Probably their most serious single defect is the fact that they are comprised of members nominated by the authorities and not the employers and employees. Whilst these members enjoy status in the community at large, they are not seen to be representative of industry and therefore hardly qualified to deal with problems related to a specific industry or undertaking. This criticism is levied particularly strongly against the black members who attend meetings of Industrial Councils

Scepticism is encountered in respect of the ability of the committees to settle disputes, particularly as they have not been prominent in the instances of unrest which have occurred since the Act was amended

In many quarters, both amongst employers and employees, there is a strong feeling that a measure of uniformity is desirable in conditions of employment, particularly within similar industries located in the same geographical region. The co-ordinating function of the Regional Committees as envisaged in the Act and a vigorous liaison programme would have resulted in a fair measure of achievement in this area. Unfortunately this has not come about, and this short-coming is being increasingly used, particularly by the established Trade Union movement, as an argument against the system

RECOMMENDATIONS

Implementation of the Act

The very real prospect of increasing pressures and tensions developing in the relationships between employers and their black workers in the short-term emphasises the importance of establishing formal channels of communication with a minimum of delay

Whilst the present rates of inflation persist, it is inevitable that the bulk of the black labour force will be hard-pressed to maintain even a bread-line standard of living. In the absence of formal machinery for settling conditions of employment it can be expected that these people will resort increasingly to the use of 'wild-cat' strikes in order to make their plight known.

This is undesirable because it places a premium on disputes and strike action in industrial relations. A more disturbing prospect is the fact that by the time a spontaneous strike occurs under these conditions, emotional tensions have reached the point where the possibility of violence occurring is greatly increased

Experience has shown that the present basis for implementing the Act has not been nearly successful enough. We can see no reason why this principle should be more successful in the future, even assuming an intensive promotions campaign. Consequently we recommend strongly that the establishment of Liaison and Works Committees be made mandatory for all undertakings employing 200 or more black workers. This recommendation is made in the full knowledge of recent official statements to the effect that retention of the principle of voluntary implementation is preferred. It is our firm conviction that this stand should be urgently reconsidered.

Improving the collective bargaining base of the system

The first recommendation in this connection is that the present Regional Committees be replaced by a system of **Regional Labour Councils**. (National if circumstances warrant).

The functions of these councils would be as follows:

- * To negotiate the basic conditions of service – wages, annual leave, hours of work, sick leave, etc – for designated industries in each geographical region.
- * To register 'house agreements' on conditions of service submitted by individual company Liaison and Works Committees
- * To investigate alleged instances of victimisation of members of Liaison and Works Committees by employers

The Councils would consist of an equal number of employer and employee representatives. The number suggested is not less than 4 and not more than 12 to be decided on a formula of proportional representation.

Registration of the Councils will be undertaken by the registrar as prescribed for Industrial Councils under the Industrial Conciliation Act

Each Council would be required to elect an Executive Committee from amongst its members consisting of a chairman and vice-chairman acceptable to the Minister and 2 representatives each from the employers and the employees

The function of the Executive Committee would include.

- * Provision of an administrative service
- * Operation of the enforcement machinery
- * Co-ordination of agreements with Industrial Councils where these exist

In this connection it is also recommended that the relevant section of the Industrial Conciliation Act be amended so as to enable these Regional Labour Councils to be responsible for conditions of service for black workers

Financing of the Council would be in terms of the provisions of the Industrial Conciliation Act

Secondly, wherever a Regional Labour Council is formed, the black representatives from each Liaison Committee in the Region may form a **Regional Co-ordinating Committee**.

These Regional Committees will be registered so as to constitute a recognised organisation. Their function will be to discuss matters for inclusion on the agenda of the Regional Labour Council and to nominate the black members of the Council.

The Regional Committee will elect a chairman, vice-chairman and secretary whose functions and duties will be prescribed

Financing of the operation of the Co-ordinating Committee will be provided by a levy on the black employees in the industry

A similar committee would also be set up and registered for the employers in the industry

Thirdly it is recommended that the following alterations be made to the system of Liaison and Works Committees which are established in specific undertakings

- * The definition of the function of the Liaison Committee should be altered so as to include negotiation of conditions of employment covering wages, hours of work, annual leave, sick leave, etcetera.
- * Agreements on conditions of employment concluded by Liaison Committees would be 'house agreements' over and above those concluded by the Regional Industrial Council. They would deal with matters specific to the employer and employees in an

THE ATTITUDE OF THE SOUTH AFRICAN FEDERATED CHAMBER
OF INDUSTRIES ON CURRENT AND FUTURE INDUSTRIAL RELATIONS
AGAINST THE BACKGROUND OF INDUSTRIAL PEACE

1. The Chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa. However, it is equally convinced that employee relations at plant level will substantially determine the success or failure of any system of industrial representation machinery.
2. The Chamber believes that the basic industrial legislation relating to the regulation of working conditions, wage and service conditions, and the settlement of industrial disputes has up to now contributed materially to the remarkable history of industrial peace which this country has enjoyed. However, at the same time, it recognises that in the areas of the settlement of disputes, and in the negotiation of employment conditions, present legislation does not allow sufficient meaningful direct participation and representation by Black employees. This deficiency has become a cause of discontent amongst Black workers and in the interests of maintaining industrial peace (as well as a satisfied, well-motivated and productive Black labour force) warrants serious attention.
3. While the Bantu Labour Relations Regulation Act of 1973 created new opportunities for Blacks by providing important new channels of communication between Black employees and their employers, the present system is inadequate in that the majority of the negotiations conducted in terms thereof are not afforded statutory recognition, neither does it place at the disposal of Black workers collective bargaining machinery in the broadly accepted sense of the term. The Chamber is constrained to record that it senses that these shortcomings require the early and urgent attention of the authorities.
4. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the

9. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner. In this connection the Chamber is in a position to offer expertise and practical experience gained over the years by its wide cross section of members.

10. The Chamber is not a wage negotiating organisation and does not propose to usurp the functions of statutory wage negotiating bodies. This document has sought to define principles and overall policy in the area of industrial relations.

PRETORIA
1975-05-19

STAB 7/1/75 134

Most belong to trade unions

Nine out of 10 clerical employees of the two largest banks — Barclays and Standard — are members of trade unions representing all races.

The South African Society of Bank Officials was established as a White trade union in 1916 because there were only Whites in banking at the time.

"Separate Coloured (and Indian) and Black trade unions were established more recently on SASBO's initiative because South African legislation no longer permits a single union for all races," says Mr. Andre Malherbe, general secretary of all three unions.

"But we firmly believe there should be only one trade union to eliminate the possibility of sectional interests."

Negotiations

As it is, SASBO's staff and offices serve all three unions from the organising stage right through to negotiations with the banks.

"Since the banks have the rate for the job — equal pay for equal work — it could be argued that no additional advantages have accrued to Coloured, Indian and Black employees by virtue of their trade union membership," Mr Malherbe says.

"But trade unions are more effective if they can speak for a large membership and the banks benefit because trade union members of all races know that they have a say in their pay and working conditions.

"Justice is seen to be done — and it makes for happier race relations and working relationships all round."

These are the ar-

guments with which SASBO is pressing for full recognition by the banks of the Black banking union, SABEU, which was established in 1973.

"Like all Black trade unions in South Africa, SABEU lacks Government recognition and cannot be registered as a trade union," Mr Malherbe says.

"But that does not prevent employers from negotiating with it and giving it de facto recognition."

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Works panels not the answer

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22.1.75
STAM

WORKS & LIAISON COMMITTEES
Labour Reporter

Major British firms in South Africa believe the present alternatives to Black trade unionism — works and liaison committees — are “largely unacceptable.”

That is the opinion of Mr Dave Jackson, national director of the Institute of Personnel Management, after a labour conference held in England last week by Christian Concern for Southern Africa.

The conference, attended by representatives of 22 leading British firms, felt that a solution to the question of Black labour relations should be threshed out in consultation with Blacks. Mr Jackson told a report-back meeting in Johannesburg yesterday. There was also a strong feeling that the Black educational system should be changed in anticipation of the removal of job ceilings.

NO PRESSURE

While there was not going to be any slackening of British Government interest in progress for Black workers, British firms were not prepared to press the South African Government to accept Black trade unions. Nor were they happy about advice to advance beyond legal limits. They also resented undue pressure.

“Positive action, in terms of the detente initiated in Pretoria, has taken the teeth out of a lot of overseas criticism,” Mr Jackson said. “Future pressure must be more subtle and sensitive.”

‘IN TEARS’

The conference was told that Black freedom fighters were “in tears”

(1) 134
~~(2) 138~~
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Unions will press for CoL pay increases this year

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Staff Reporter
 AGITATION from trade unions for cost-of-living compensation will intensify during the second half of the year, according to authorities interviewed in Pretoria yesterday.

Trade union leaders said they were shocked by the sharp increase in fertilizer prices. The limited Government concession to minimise the increase would have little effect on the expected escalation of food prices later this year, they claimed.

The South African Agricultural Union's commodity committees start a series of meetings in Pretoria next week at which price recommendations for the new season will be made to the Government.

Substantial increases will be requested for mealies, wheat, dairy products, meat and other commodities.

The trade unions fear South Africa is moving into another period of stagflation — a greatly reduced growth rate with a ballooning price structure.

Next month the Railways Artisan Staff Association meets for its annual congress in Port Elizabeth, and demands are expected to be made by delegates for swift compensation for CoL rises which, it is feared, will this year exceed last year's record of 14 per cent.

Soon after the Prime Minister announced pay increases throughout the public sector last year, the ASA executive told the Minister of Transport, Mr Muller, that it was dissatisfied with the 12 to 15 per cent increases granted its members. They had asked for 25 per cent.

They warned that they would press for the additional ten per cent during this year.

The only development which can stop the ASA making early demands for compensation, it was learnt, is if the administration agrees to a new job evaluation plan for artisans which would raise their pay and status.

The National Union of Distributive Workers is also pressing for a review of basic minimum earnings among the country's 50 000 shop workers.

NEW DEAL FOR BLACKS

1.7.75 Financial Reporter 5.7.75

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

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

Currently, Black workers fall into three categories

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

and stipulated by Government negotiations.

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

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

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

Financial Reporter

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

They are:

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

* The much revised Tongaat Sugar Group formula for the creation of liaison committees that are

the next door neighbour to Black trade unions.

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

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

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- (3) 138
- (4) 147

Pasop vir

Skappe

aanjaag

met 'n

Cadillac

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③ 136

VRAAG: Wat behoort ons uitgangspunt in hierdie hebe vraagstuk van arbeidsbetrekkinge tussen swart en wit in Suid-Afrika te wees?

MARAI: Eerste ons moet aanvaar dat ons altyd 'n groot persentasie permanente swart werkers in al ons nywerhede gaan hê.

Nieteenstaande die ekonomiese ontwikkeling van die tuisland, sal die blanke ekonomie nie sonder vierde mense kan klaarkom nie.

Dit is die basiese feit waarvandaan ons moet redeneer. Tweede soos ons ekonomiese voordele en ons meer geïndustrialiseer raak, sal die werker eenvoudig 'n groter aandeel eis in die besluitneming wat hom betref en en mettertyd sal hy dit kry.

Die blanke werker van Suid-Afrika is reeds besig om daardie seegenskap te kry. Die swart werker gaan onvermydelik volg.

VRAAG: Beteken dit dan

EEN van die troebelste terreine van Suid-Afrikaanse denke is dié van arbeidsorganisasie. In Suid-Afrika is die ewewig tussen arbeid en bestuur besig om te verskuif as gevolg van die toevoeging van deuduisende swart werkers tot sy nywerhede. Hoe om hulle op beduidende — maar nie gevaarlike — wyse by die bedieningsstruktuur in te sluit, is 'n vraag wat tot dusver meer voorstelle as oplossings opgelewer het.

Die terrein is emosioneel swaar belaa. Baie mense ken geen ander vakbondstelsel as die Britse nie, en die gedagte om daardie ongelukkige Britse voorbeeld hier toe te pas, laat hare orentstraan. Ok die maonlike politieke implikasies van swart vakbonde laat baie versrik terugdeins.

In 'n gesprek met OTTO KRAUSE benader prof. Org Marais, direkteur van die Skool vir Bedryfsleiding aan Unisa, met insig en durf hierdie netelige saak. Hy vra onder meer groter inspraak in arbeidsomstandighede vir die hoogs geskoolde Swart werker.

is nog vir 'n groot deel trek-arbonders

Dit is van groot belang dat ons tussen hierdie twee klasse arbeid onderskei

In teenstelling met die klein groep gevestigde geskoolde werkers, die skakel-sa slegs daarin belang om hul ekonomiese behoeftes te bevredig en 'n mate van sekerheid oor hul toekoms te kry.

Hiervoor is die hoofverantw. kommunikasie, 'n noodwendig onderhandelings met die base nie

Vir praktiese doelendes kan ons verder onderskei, tussen twee soorte arbeidsorganisasies.

Ons het aan die een kant die vakbonde wat namens 'n hele bedryf probeer beding, en die werkskondes, wat binne een bepaalde maatskappy probeer beding

Aan die ander kant het ons die skakelkomitees, wat hulle meer toespits op kommunikasie tussen werker en bestuur om dieselfde tafel

Ons kan ons verder onderskei tussen vakbonde aan die een kant, en werkskondes en skakelkomitees aan die ander.

Die vakbond het by uitstek te doen met loon- en werkpraktiese wat vir die hele bedryf geld, terwyl die werks- en skakelkomitees

vaardighede nie. Wat bare van die sake-ondernemings nie besef nie, is dat slegs 14,9 persent van die ongeskoolde en laaggesolde werkers in ontwikkelde oorsese lande soos Amerika tot vakbonde behoort.

Aan die ander kant het ons 'n situasie waar meer plaaslik gebonde maatskappye en "verligte" arbeidslieders nou voorstanders geword het van blanke vakbonde wat moet onderhandel ook namens die swart werkers vir wie hulle terselideryd in afsonderlike afdelings van die vakbond wil plaas

Die swart werker beskou dit as 'n soort tweedeklas-hidmaatskap S6 kry ons nóg halfgebakte stelsels.

Uitsluiting

In die USA is die swart werker ook op hierdie grondslag tot vakbonde toegelata, maar jy vind nog weinige van hierdie swartes in die hoofbestuure van vakbonde. Daar is 'n sterk gevoel onder die swartes dat dit een teermatte aandeel nog moet nou moet inpas by die personeelbeleid van 'n bepaalde maatskappy

Uit hierdie uiteensetting van funksies kan 'n mens insien dat 'n vakbond meer geskik is vir gevestigde en geskoolde werkers, die skakelkomitee vir die semi-geskoolde arbeid, en die werkskondes het 'n funksie wat min of meer tussenin val.

VRAAG: In welke mate word dié situasie, soos u dit omskryf het, in Suid-Afrika se praktyk weerspieël?

MARAI: Die omstandighede is reeds so dat daar hierdie verskillende werkersorganisasies. Ongelukkig is die meeste ondernemings taamlik verward oor wat hulle in verband met arbeidsorganisasie moet doen

As gevolg van die buitelandse druk wil 'n hele klomp maatskappye in Suid-Afrika nou skielik die modernste oorsese arbeidsorganisasie op die arme, oningelike, ongeskoolde werker kom toepas

Dit is asof hierdie maatskappye nou skape met 'n Cadillac wil aanjaag

En hulle praat asof dié soort werker oorvloedig sal wees terwyl sy behoeftes onderdaad net brood is. Al wat hy vra, is kommunikasie en nie om op hoë vlak te onderhandel nie. Hy het ook nie hierdie onderhandelings-

werker binne blank Suid-Afrika alle onderhandelings met maatskappystuure of werksorganisasies voer.

Politiek Daarmee bring jy onmiddellik 'n politieke element in, wat weinig te doen het met verbetering van kommunikasie of die werkkondes.

Ons het reeds 'n voorbeeld hiervan gehad waar eerste minister Leabua Jonathan van Lesotho gevaar het dat 'n doel van mynwerkers se lonen in 'n bank in Maseru in-bethaal moet word

Die ver-egse benadering van die arbeidssituasie in ons land is dat die swart werker geen aandeel hoegenaamd in besluitneming wat hom raak, moet he nie (Dié wat so reken, is natuurlik die mense wat gewoond is aan 'n oorrahod van swart arbeid)

VRAAG: En toe sien u die Regering se standpunt oor die arbeidssituasie?

MARAI: Die Regering probeer doen wat die blanke vakbondwese en die blanke bestuur hom toelaat om te doen. Ons moet onthou die Regering streef na arbeidsvrede, en hy moet natuurlik

die bestuur is, dit is waarom werkers saamkom om sterker te kan staan in arbeidsomstandighede

En hier word die gevestigde, geskoolde swart werker uitgesluit

VRAAG: Wil u dan hierdie hoogs geskoolde swart werkers in blanke vakbonde insluit sien?

MARAI: Soos die tyd tyf word, moet daar noodwendig voorsiening gemaak word vir hierdie mense om op 'n gelyker voet te kan onderhandel

Dit beteken nie noodwendig dat 'n tipes Britse vakbondstelsel, soos ons al reeds onder blanke werkers in Suid-Afrika het, gevolg moet word nie

Eie stelsel

'n Amerikaanse stelsel kan toegepas word, waarvolgens die vakbondwese hoofsaaklik ekonomies ingestel is. Of ons kan die Duitse stelsel volg, waar die werkers verteenwoordigers tot op die direkteurvlak kry, saam met 'n ander nywerheidsvakbond. Of ons kan kyk na die Japannese stelsel, wat meer maatskappige gebonde is en waarin hulle spesifieke kultuur 'n baie groot rol speel

Maar onvermydelik sal ons ons eie politieke, kulturele, tegnologiese en ekonomiese omgewing moet in ag neem om ons eie benadering tot arbeidsbetrekkinge te hou

VRAAG: Maar sal ons ons met insluiting van die swartman in die een of ander "eg Suid-Afrikaanse arbeidsstelsel", nie onvermydelik groot politieke probleme op die hals haal nie? Veral van neer ons hou by ons standpunt dat die swartmense nie tot ons naste behoort nie?

MARAI: Met die onderwinning van ons beleid ten opsigte van die Kleurling en die Indier, en die snelle groei van geweldige werkskondes die geweldige verandering in die tegniese produksiemiddele, soos by outomatisering, sal 'n proses van ontwikkeling en aanpassing ook dié vraagstuk oor 'n tydperk oplos

En wat betref die insluiting van vreemde burgers in 'n land se arbeidsorganisasies, kan 'n mens net neem dat dit alreeds in lande soos Amerika en Duitsland aanvaar word

VRAAG: Wat van die ongeskoolde swart werker?

MARAI: Ons sal altyd 'n

... MAAR GESKOOIDE SWART WERKER MOET KAN SAAMPRAAT

ka om swartes uit te sluit word verder gevoer in die hoogs geskoolde of "craft"-vakbonde waar die swartes omtrent heeltemal uitgehou word (Dit word, interessant, genoem as een van die belangrike redes waarom entrepreneurs, wat gewoonlik uit hierdie hoogs geskoolde stand gebore word, nie op groot skaal onder die swartes voorkom nie)

In die onstandighede is dit te verstaan dat die Regering versigtig voortruit moet beweeg. En dit is indedaad verstandig om stadigaan aan te pas, eerder as om skielik radikale beleidswaardings te volg

Ons het dus dié posisie ten opsigte van die Regering, wat die blanke werkers betref, is die arbeidsbetrekkings- en swart werkers en belandiers namens die swart

Oop gesprek



Prof. Org Marais

Die Leontraad doen alreeds goeie werk op hierdie gebied, maar dit kan gerus uitgebrei word. Ons moet hier onthou dat die ongeskoolde werker wat uitgebuit word, die maklike argief word van politieke agt-faktors wat hom in die naam van die vakbondwese probeer organiseer

HANDS ARD 6

11 March 1975.

Q. column 435.

1, 266

2, 134

3, 136

Railways and Transport staff associations
for public employees

*11 Mr. HICKMAN asked the Minister of Transport

(a) What are the names of the various staff associations existing in respect of White employees of the Railways and Transport Administration and (b) what is the membership of each association

THE MINISTER OF TRANSPORT

(a) and (b)

- SAR and H. School Staff Association 1964
- S. A. Teachers Staff Association 1965
- Transport and Ordnance Staff Union 1962
- All Job Staff Association 1966
- S. A. of H. Employee 1967
- Public School Staff Association 1968
- S. A. of Public Staff Association 1969

F.M 4/4/75 (134)

A formula for change

The greatest danger for SA's future — and also the greatest challenge — is the fact that it contains poverty in the midst of advanced industrial development. The great majority of the Black population is in a situation similar to that of the typical working-class of Marx, Lenin, Proudhon and Engels.

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA's pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though Whites constitute only 17,3% of SA's

nection with Black wages to find moral justification for exploitation does not apply in SA in its absolute sense"

It had to be accepted that the fruits of productivity gains must be divided between shareholders and employees, and that the rectifying of the present low level of Black wages must partially come from a lowering of the profitability of the undertaking

Special priority must be given, on a national scale, to the training and development of Blacks

The most important task, says De Villiers, is to train large numbers of

movement of Blacks into jobs hitherto seen as the prerogative of Whites must not be interpreted as disturbing the existing order: "On the contrary, it represents the alternative to drastic and radical change, and is in reality a reformist process which leaves existing values intact."

Opportunities for collective bargaining by Black workers must be created.

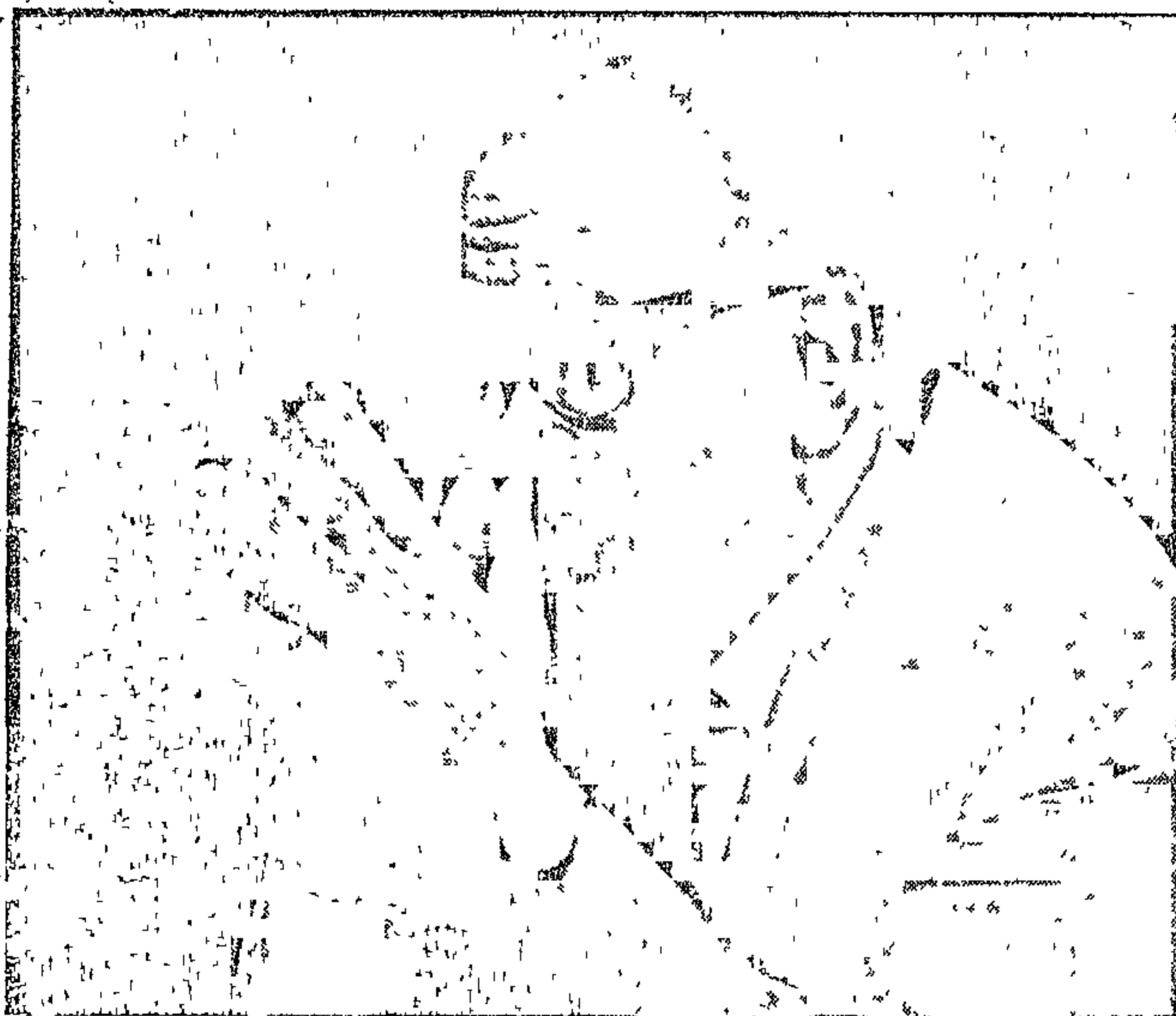
Eschewing the "socialistic" model of a trade union movement, De Villiers says the right option is the recognition by professional management of workers' basic rights to organisation, negotiation, and — where necessary — to strike.

However, he adds that all three rights must be expressed through workers at plant level and not through an outside organisation such as a trade union.

De Villiers tells the *FM* he is opposed to trade unionism "because the trade union movement is used by far-Left socialists as a political tool, and not to improve the worker"

Collective bargaining rights for workers in individual and separate enterprises would obviate the danger of an "outside body like a trade union" using workers for political purposes.

The sort of changes De Villiers advocates are obviously highly desirable. But whether they can be achieved in the low key way he wants is open to question



General Mining's De Villiers . . . reform, not revolution

population, they receive 70%-76% of the country's total income.

"The richest 10% of SA's population, probably without exception White, receives an estimated 58% of total income — compared with the 27% which the richest 10% in the US gets."

De Villiers says SA's leadership group has therefore to do four things:

The wage gap must be narrowed to help remove friction-points in the socio-economic structure.

"The starting point is the acceptance that Black workers must be paid reasonable wages and that the demand and supply argument generally used in con-

Black workers to perform semi-skilled work.

Opportunities for the advancement of suitably qualified Blacks have to be created "without disturbing sensitive aspects of our socio-political order".

De Villiers stresses here that the role of Whites as leaders must first be strengthened by ensuring training and development, and Whites have to be got out of unskilled and semi-skilled jobs as far as possible

"At the same time, Blacks must, as far as possible, be used in traditional spheres of employment."

He is careful to add, however, that the

Africans scorn UBC, Progs told

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Staff Reporter
THE URBAN Bantu Council was useless and the youth of Soweto were tired of it and its talks, members of the Young Progressives were told at a meeting with some members of the UBC at the weekend.

The Young Progressives had asked for a meeting with the UBC members to find out what the UBC felt about the West Rand Administration Board taking over the running of Soweto from the City Council and also to discuss issues affecting Blacks in general.

They were told that since the West Rand Board took over the administration of Soweto, things had gone from bad to worse.

"We are not consulted in any manner. Rents have been increased without us being consulted — but we are supposed to be the voice of the people in Soweto. The young are angry and call this institution a puppet body," the UBC members said.

Mr Peter Lengene, a former mayor of Soweto, said that when the UBC was formed there was talk that it would be given executive powers to run the township,

but that had never come about.

Mr Lengene said money collected from Soweto for rents and other amenities was being used for the removal of Alexandra Township instead of being ploughed back into Soweto.

"We only see estimates for the township in newspaper reports. That may be because we are an advisory body without any powers at all," he said.

Mr T. J. Makhaya, the "mayor" of Soweto, told the Young Progressives it was difficult for the council to stick to civic matters when all they had to deal with were laws from Parliament dealing with the people of Soweto.

"We were told that Blacks had to run areas where Blacks were living. But there is not a single Black at the head of the administration of Soweto in the municipal offices. The UBC is out of date so the youngsters call us stooges and other names."

Asked for his opinion on the homelands, Mr V. Sqwebu said some people in the urban areas had no connection with them.

"Many Africans even have White names and have lived with Whites for generations. What are they going to do

in the homelands," said Mr Sqwebu.

Asked about trade unions, the UBC members said these were something Blacks needed.

"If trains are late, our Blacks are the ones to suffer through loss of wages. No one will go to the employers to complain or go to the railways for compensation. If there were trade unions, such things would not occur," said Mr Lengene.

It was also claimed that shop site rents had been increased threefold to force Africans in Soweto to give up their shops. Then other racial groups could move in to run them, on the plea that Blacks could not run the shops, he said.

"We are told we overcharge our fellow Africans in Soweto, but the issue is that we buy the goods from wholesalers who run chain stores and charge us the same as they sell the goods for in their city stores. How much then are we supposed to sell our goods for?" asked Mr Lengene.

The Young Progressives were asked to tell other Whites that unless something was done soon the youth in Soweto would react in a way that would "not be good for the country."

Unions launch appeal for food subsidies

Staff Reporter

THE country's two biggest trade union organisations yesterday appealed to the Government to spend more on food subsidies.

The president of the Trade Union Council of South Africa, Mr Tom Murray, said the expected rise in the price of mealies and milk, and the possibility later this year of another hike in the bread price, emphasised the urgent need for Government action to freeze the price of essential foods.

"There must be thousands of urban African families who are unable to afford enough foods for minimum health standards. These families are hungry and their plight will become desperate unless the prices of basic foods are lowered."

UNREST

A hungry population, Mr Murray said, was a discontented and dangerous population. Industrial unrest was never far from the surface in an economy with large numbers of lowly paid workers struggling to maintain minimum living standards.

The president of the SA Confederation of Labour, Mr A. I. Nieuwoudt, said the steep rise in prices of essential foodstuffs in the past year had bitten deeply into the buying power of the low income groups, Black and White families.

Food subsidies paid by the Government include: Bread, R56-million; butter, R12,7-million; maize, R39,9-million; and cheese, R1,2-million.

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Sun Times 20/4/75
**Red agents
at work,
says Kruger**

SUNDAY TIMES Reporter
THE Minister of Justice, Mr Jimmy Kruger, warned yesterday that communist agitators had decided to concentrate on organising the Black labour force to create widespread labour unrest. Speaking at the graduation ceremony of the University of Pretoria, Mr Kruger said this would lead to revolutionary action. He believed, however, that the Security Police, responsible leadership and the improvement of the living standards of Black workers would foil these attempts.

Maize price rise upsets trade unions

RDM

27/4/75

246
134

Staff Reporter

THE INCREASED maize price announced by the Minister of Agriculture, Mr. Hendrik Schoeman, last night, will pulse through the cost structures of animal and dairy farmers forcing up the prices of other essential

Trade union leaders reacted angrily to the announcement and urged higher Government subsidies to hold down cost of living figures.

The Minister announced a R6 a ton rise to R56 a ton. This is R4 a ton less than demanded by the South African Agricultural Union and R2 a ton less than asked for by the Maize Board.

Initial reaction of farmers has been one of anger. They point out that during the twelve months their production costs have increased by between 20 and 25 per cent.

The payment of R70 mil-

lion which the minister announced would be paid to farmers from last season's big export profits, farmers claim is no consolation for the small price increase, they claim.

The selling price to the trade, the Minister announced, would be R50 a ton. The other R6 would be made of subsidies from the Maize Board, stabilisation fund and the Government.

And pressure on the Government to increase State subsidies on basic foods is increasing.

Yesterday, the country's two biggest trade union organisations reacted to the higher price of maize by appealing to the Government to spend far larger amounts on subsidies.

The president of the Trade Union Council of South Africa, Mr Tom Murray, said the maize price increase would be followed soon by a rise in the price of fresh milk.

A further increase in the

bread price in October emphasised the urgent need for the Government to freeze the prices of essential foods.

"There must be thousands of urban African families who are unable to afford the foods needed for minimum standards of health. These families are hungry and their plight will become desperate unless the prices of basic foods are lowered," he said.

A hungry population, Mr Murray warned, was a discontented and dangerous population. Industrial unrest was never far from the surface in an economy with large numbers of low-paid workers struggling to maintain minimum living standards.

"It would be an investment in security and stability if the Government agreed to spend more on food subsidies," Mr Murray added.

A prominent Afrikaans banker had said a short while ago that "if they don't eat, we won't sleep," Mr Murray recalled.

The president of the SA Confederation of Labour, Mr A. I. Nieuwoudt, said there was an overwhelming case for higher state food subsidies.

The steep rise in the prices of essential foods during the past few months had bitten deeply into the buying power of low income group families.

Food subsidies paid by the State include bread R56 million, butter R12.7-million, maize R39.9-million, and cheese R1.2-million.

The SA Institute of Race Relations supported the plea for bigger State subsidies.

The leader of the Labour Party and chairman designate of the Coloured Council, Mr Sonny Léon, said that if only a small percentage of the R1 000 million being spent on defence was spent on holding back food price rises hunger could be prevented in many Black homes.

No hearing for Black union

Labour Reporter

A Black union, born out of a dispute between workers and management in a large construction company, has been refused a hearing in the company's latest labour dispute.

The firm, Roberts Construction, sacked 23 workers for "shouting, demonstrating and beating on site-office doors" after allegedly disobeying instructions.

Four workers were reinstated on the basis of their "good records" after intercession by the Black Building, Construction and Allied Workers' Union. The other 19, all contract workers, have had to return to their homelands.

"On the basis of statements by the workers we felt there must have been a misunderstanding," said Mr Scakes Sikhakhane, the union's general secretary.

INTERFERENCE

"We think management should at least have listened to the workers' version of events."

Mr M van Biene, a director of Roberts Construction, said: "Management was involved through the project manager on the site. There has been no misunderstanding."

He had no doubt there was "an element of outside interference in the unreasonable attitude" of the workers.

His company had established more than 80 liaison committees and planned to provide a committee on each site.

"We will continue in the face of outside influence to pursue our policy of improving conditions for workers," Mr van Biene said.

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Matanzima's union ruling under fire

RDM
25/4/75

By STEVE KGAME
A STATEMENT by Paramount Chief Matanzima, Chief Minister of the Transkei, that an independent Transkei would bar trade unions has been described as out of step with other democratic countries.

Several Black leaders have criticised the intention of barring trade unions by the Transkei Government after independence.

The statement was made by Chief Matanzima at a luncheon in Johannesburg.

He said trade unions were "militant, powerful political pressure groups" which were so obdurate they would hamstring productivity and obstruct the growth and wel-

fare of emerging independent states.

Speaking at the KwaZulu Legislative Assembly session, Mr. Barney Dladla said Chief Matanzima was out of touch with his people. Africans, he said, were yearning for the day they could form their own trade unions or join existing unions as full members.

RIGHT

"One of the basic freedoms is the right of people to bargain with their employers, to obtain a fair reward for their labour. Once the people have their rights, militancy would be out of the question.

"With trade unions there would be no wildcat strikes as the leaders could nego-

tiate with the employers while production continued normally."

Mr S. M. Moema, a Soweto civic leader said any country that claimed to be democratic should recognise trade unions which were organisations that knew the needs of the workers.

Mr Moema said urban Africans were looking to the homeland governments to set an example and allow trade unions.

"When it now comes from our own leaders that the poor workers should be voiceless, then we have to reject them," said Mr Moema.

Both Mr Dladla and Mr Moema said Chief Matanzima's actions could be attributed to the fact that he was

trying to please the South African Government, "to whom he owes his position."

Another attack came from the secretary-general of the National Union of Clothing Workers, Mrs Lucy Mvubelo, who said Chief Matanzima was trying to disregard the interests and aspirations of the Black people in organising themselves to improve their standard of living.

CODE

In his speech Chief Matanzima said that after independence his government would give attention to a labour code to circumscribe trade union powers.

Mr Dladla also attacked the Transkei Chief Minister for saying concessions would be made to Whites.

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Wage demands

F.M. 25/4/1975

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Vorster's plea for restraint might be falling on deaf ears.

Unionists have ears only for their grassroots

The Prime Minister, on March 21, said there would be no end to the inflationary spiral if every employee organisation demanded wage increases over and above increases gained through higher productivity

Also "There should be no compensation for cost-of-living increases as pay rises over the past four years amply compensated for higher living costs"

Vorster said industrial workers had received real pay increases of 4,9% in 1971, 1,1% in 1972, 1,6% in 1973, and 4% in the first nine months of 1974

His appeal ended by cautioning workers not to look to higher company profits as evidence of ability to pay higher wages, as companies were in for a hard time due to increased costs to finance plant replacement

What do the trade unions feel about this? Are they going to exercise the restraint Vorster has called for? We doubt it.

Already, within the past fortnight, the White gold mine workers have received a straight R54 a month pay rise and iron, steel, and engineering workers received an 8%-15% upwards pay adjustment. These increases alone will cost the gold mines R16m and the steel and engineering industry R66,5m a year. And indications are that there will be many more such increases throughout the economy in the weeks and months ahead.

Talking to union men this week the *FM* met with an almost unanimous response: trade unions feel they are being warned to exercise restraint, while companies continue to raise prices of all basic commodities. Irrespective of their composition — White, Coloured, mixed, or African — the unions feel they cannot be asked to shoulder the burden of stemming inflation

— Despite Vorster's appeal, they say employers can expect wage demands that will at least match the 15% rate of inflation anticipated during the rest of 1975. Grassroots pressure, they add, will force them to buck the PM's appeal

for restraint

Att Niewoudt, president of the conservative Confederation of Labour (itself plagued by unexpected dissension in the ranks), told the *FM* "How can wages be held down? Our member

unions will certainly ask for cost-of-living increases during 1975."

Mr Vorster's appeal, said Niewoudt, "just won't work. Workers are earning less in real terms, and companies do have higher profits and can afford to

NO LONGER MEAT EVERY NIGHT

Trevor van Reenen, 23, has worked in Johannesburg as an electrician for seven years. A member of the White Building Workers Union, he makes R80 a week (before tax and excluding overtime). Van Reenen, like most workers, feels the strain of inflation.

He lives with his wife and 18-month-old daughter in a two-bedroomed flat in Yeoville. With another child on the way, Van Reenen says simply: "I can't manage on my wages. To make ends meet I'm beginning this week on overtime, one extra hour a day and Saturdays."

Van Reenen ... more money now



Van Reenen owns no car, saying "I'd really be in trouble if I had to tackle that expense." He pays R50 a month for rent and gives his wife R20 to buy food each week. "She complains that this isn't enough and we're down to having meat only three days a week, whereas a year ago we had meat every night. We have a heck of a lot of tinned food."

He estimates food for the baby alone costs R10 per week and his wife complains about the high price of milk. The Van Reenens seldom go out for dinner and their outside entertainment consists of one or two films each week.

Van Reenen has just completed a 2½-month course at training college so that he might qualify for his wireman's ticket in October. The course cost R60. He has to buy his own tools and estimates that these have cost him R180 over the past year.

He and his wife have just finished paying off a R600 debt for furniture and are now paying off R440 that went for a new hi-fi. His wife visited a gynaecologist two weeks ago and medicine alone came to R20. Last week he laid out R30 for baby clothes, nappies, and toys.

All this has left nothing for savings and his top spending priority, when more money comes in, is to buy new clothes for himself and his wife.

How does Van Reenen feel about inflation? "It's getting impossible. We've got another baby coming. The last wage rise we had was R2 a week in October. We must have more, and soon."

share these with their workers. In fact, they *must* do so"

Coming from a generally pro-government body such as the Confederation such warnings can't easily be dismissed Wally Grobler, of the Railway Artisan Staff Association, and secretary of the Confederation, goes further. He says. "It is obvious that producers of basic commodities are not paying any attention to the PM's appeal. They continue to raise prices. Thus we as a union can't be concerned about appeals.

"Union members have suffered a real loss. Railway workers received 12% during the past year, but this doesn't keep pace with inflation. There is no question that we will ask for more in 1975"

Grobler goes on to stress that unions like his are also not accustomed to merely keeping up with inflation, they expect to gain a real improvement in their standard of living. Furthermore, he points out, union members need money to finance the cost of television and such consumer items as a dish washer.

One senses, in short, a determination on the part of trade unions and a total unwillingness to accept anything less than wage increases that meet cost-of-living rises for 1975.

Wessel Bornman, general secretary of the SA Yster, Staal en Verwante Nywerhede Unie, which includes Iscor, Escom and other industries and totals 37 000 members, says that until this week's wage adjustment, his members were worse off than when their union signed a wage agreement with Seifsa in June 1974.

Errol Drummond of Seifsa (the employer association for the huge steel and engineering industry, which employs 430 000 workers throughout SA), points out that this week's pay adjustment in his industry was a straight CoL increase. This stemmed from a provision in the union-management agree-

ment for discussions on interim wage adjustments in the event of "abnormal" CoL increases. Drummond notes that the current increase of 8%-15% follows the average wage rises of 12,3% granted in terms of the 2-year industrial agreement reached with the unions in June 1974. He stresses that since that agreement the increase in the consumer price index has been 10,3% on all items, meaning that workers in the industry are well ahead of inflation.

Drummond agrees with Vorster's statement on wage restraint and adds "Companies just can't come up with the money to meet wage demands. There are severe cash flow problems stemming from higher costs and the bank credit squeeze. Beyond this there is a real threat of insolvencies."

Most unions believe that wages should escalate automatically to meet increases in the cost-of-living, and that wage negotiations with employers should concentrate on the broader question of productivity gains linked to higher real pay.

Bornman of Yster en Staal would like to see cost-of-living escalator clauses built into industrial agreements, a situation now commonplace with large unions in the US. He states "Either we build it in or we will have to shorten the duration of the agreement, and I don't think anybody wants that."

At present there are very few "escalator" clauses in industrial agreements.

In Natal and the Eastern Province, a Tucsa-affiliated union, the National Union of Motor Assembly and Rubber Workers, has a provision in its two-year contract for discussions every six months for wage adjustments caused by inflation.

Fred Sauls, the union secretary, told the *FM* that his workers received an average 23% increase in January when the new agreement went into effect.

Nonetheless, Sauls is adamant that come June, his union will ask for a cost-of-living adjustment.

Sauls is one of the few union leaders not in favour of an automatic cost of living escalator; he prefers discussions on the issue, citing the possibility that if prices come down, union members might suffer an automatic wage decrease.

Not surprisingly, most employers oppose escalator clauses for automatic wage increases. Drummond of Seifsa calls it "a dangerous device, something that breeds on itself and is highly inflationary". Like Sauls he would prefer periodic discussions for increases during the course of industrial agreements.

However, the overwhelming consensus among unions is in favour, and employers can expect trade unions to push for an escalator clause during the remainder of 1975.

The current 15% rate of inflation means that prices double every five years.

Despite appeals from the Prime Minister, trade unions, under increasing pressure from members, claim they will demand what they feel is their just due during 1975. But will they manage to convert their fervent words into hard cash? Employers, squeezed from the top by a business slowdown and from the bottom by rising costs, are not going to give way without a fight.

Robert Kraft of Tucsa says unions are expecting a tougher time this year than last from employers. He is candid in recognising that the economy has turned down, that there is spare capacity of about 12%, and that companies may be hard pressed.

But Kraft is just as candid in saying that Tucsa, "no matter what the Prime Minister says, cannot advise restraint from its unions below the 15% rise in the cost-of-living."

Your move, Mr Vorster.

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Prog demands rights for employees to bargain

Daily Dispatch 25/4/75

CAPE TOWN — All workers should enjoy collective bargaining and negotiating rights, the Progressive Party spokesman on labour affairs, Dr A. L. Borane, MP, said yesterday.

He said he had consistently advocated this but the Government had as con-

sistently refused to provide for it.

To move to this point, he suggested works committees should form the first step of employee representation.

Liaison committees should be reconstituted as company councils where house agreements could be negotiated between an equal number of employer and employee representatives.

These committees and councils should be made compulsory in all companies with a minimum number of blacks on their payrolls.

Legislation should provide for elected works committees to negotiate on an industry-wide basis, either with industrial councils or employers' associations where there were no industrial councils, in which case agreements should have the same force of law as industrial council agreements.

Provision should be made for full-time officials to organise industry works committees, and the committees should be financed by a levy on employers on a capital basis.

Details of the conduct of these meetings should be included in the legislation and

in the event of a dispute the procedure set out in the Industrial Conciliation Act should apply.

Where Coloured and Asian workers were not organised they should have representations through this structure together with the black employees.

Meanwhile in Pretoria early-rumblings of the wage demand explosion forecast during the past few months by leading trade unionists were being heard.

Earlier this week 15 per cent increases were announced for workers in the iron, steel, engineering and metallurgical industry.

Yesterday the biggest of the seven Iscor trade unions — the Iron, Steel and Allied Workers Union — had preliminary wage discussions with management. From May 1 the Transvaal's 70 000 building workers are to get increases.

Economists pointed out yesterday that the increases would be "ninety per cent inflationary" as they would be unaccompanied by increased output.

They would help spin faster the vicious cycle of wages chasing prices. — DDC.

17 1301

Strikes not the best way, says Buthelezi

Own Correspondent
DURBAN. — The South African Parliament represented employers because it represented only Whites, said Chief Gatsha Buthelezi when he spoke to several thousand Zulu workers at Dalton Hostel, Durban, on Saturday.

He said work stoppages could be self-defeating because they caused damage to the economy which affected the man in the street "who in South Africa is the Black man."

At the same time, however, it was good for Zulu morale to remember how effective the work stoppages were in

1973. RDM 28/4/75
But the only peaceful way of sorting out problems caused by disparities in earnings was through trade unions.

Noting that labour was the homeland's only asset, he said KwaZulu could not allow its workers to be exploited.

"If anyone takes umbrage at this, does it mean that employers in South Africa are angels, who do no care about their profits?"

"In the rest of the democratic world it is assumed workers need the protection of trade unions."

Flag dispute mars union launching

STAR 1/5/75

The representatives of two major newspapers refused to speak at a meeting called to launch a non-racial journalists' body last night after a dispute over the South African flag.

Black journalists objected to the flag being displayed in front of the stage because it was a "symbol of suppression."

After the meeting had voted to have the flag taken down, Mr Tertius Myburgh, editor of the Sunday Times, and Mr Cliff Scott, senior assistant editor of The Star, left the stage. Mr Hans Strydom, president of the South African Society of Journalists, also left.

Mr Scott and Mr Myburgh had been invited to talk on Press solidarity.

Mr Scott said the flag incident could be misconstrued by the public.

"As newspapermen we must maintain credibility with our readers. If two editors of major newspapers in this country make speeches after the flag has been removed, many of our readers, regrettably, are going to read the wrong meaning into it."

"In the end, what newspapers can do to change South Africa is more important than what this meeting can achieve."

Mr Myburgh said the

flag was not relevant to the purpose of the meeting. "It is a great pity this issue has arisen because it could have been a meaningful evening."

Other guest speakers, who delivered their addresses, were Mr Clive Emdon, chairman of the Southern Transvaal branch of the SASJ, and Mr Joe Thlooe, president of the Union of Black Journalists. The chairman was Mr Patrick Laurence.

The meeting voted to form the new organisation called the Union of South African Journalists. If there is support from the rest of the country the new body will supersede the SASJ, which will deregister as a trade union.

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Judgment reserved in test case on axings

Labour Correspondent

JUDGMENT was reserved yesterday in the first test of the clause prohibiting victimisation of African workers who set up works or liaison committees to appear in South Africa's courts.

The case, heard by Mr Justice Botha in the Rand Supreme Court, was brought by two young clerks, Mr Siphio Kubheka and Mr Samuel Mohlanyaneng, against their former employer, Imextra (Pty).

The applicants allege they were dismissed by Imextra in November last year because they had led a move to establish a works committee in terms of the Bantu Labour Relations Regulation Act.

They are claiming a declaration that the dismissal is null and void, and a reinstatement order.

POLICY

Mr Denys Williamson, SC, for Imextra, said the claim could not be brought in a civil court, but only as an adjunct to a criminal prosecution of the firm, or alternatively, that it should be heard as a civil trial and not in the form of an application.

The application procedure does not allow for oral evidence or cross-examination.

Mr Ernest Wentzel, for the applicants, said a matter of fundamental public policy was involved.

The Act was designed to bring the idea of conciliation into the field of master and servant relationships. To do this it was necessary for the court to give protection to the weaker party.

Urgent meeting of Black unions

STAR 19/5/75

Labour Reporter

Black trade unions in Johannesburg have decided to convene a national meeting as a matter of urgency.

All of the seven Black trade unions which arrived at this decision at a meeting in Johannesburg at the weekend feel the need for a common approach to the future of Black trade unionism.

But there is disagreement on which of the two dominant issues should be tackled first, membership of the multiracial Trade Union Council of South Africa or the creation of a national co-ordinating council of Black trade unions.

Mr Dan Tau, general secretary of the Chemical Workers' Union, said today that the majority present at the meeting felt the priority aim of the moment was the formation of a national co-ordinat-

ing body of bona fide Black trade unions

But Mrs Lucy Mvubelo, general secretary of the largest Black trade union, the 23 000-strong National Union of Clothing Workers, feels the most urgent issue is a discussion on whether or not Black trade unions should join TUCSA

The question of Black trade unions forming a single co-ordinating body had more far-reaching implications and should be held in abeyance for the time being, Mrs Mvubelo felt

(134)

Engineers join railmen in union swing

Labour Reporter

STAR 16/5/75

The two-month-old movement towards a major realignment of South African trade unions has taken a big leap forward.

The 33 000-strong Amalgamated Engineering Union — by far the largest unaffiliated trade union — has come out in support of the movement launched by verligte railway trade unions

This means trade unions representing more than 60 000 workers have now openly committed themselves to the principle of a "middle-of-the-road" or "realistic" trade union grouping.

Writing in the latest edition of the Metalworker, the AEU assistant general secretary, Mr T S Neethling, says

"There is a growing body of opinion, which we support, that favours the formation of a central organisation free of party political affiliations to promote trade unionism at the higher levels"

While the "centre" movement sprang from a reaction against conservative domination within the 195 000-strong White Confederation of Labour, Mr Neethling's emphasis lies on the elimination of political bias — neither pro-Government nor anti-Government

This could be a hint that the centre movement may also draw on the existing membership of the 220 000-strong multiracial Trade Union Council of South Africa

All concerned are playing their cards close to their chests and public disclosures fail to reflect the full extent of lobbying behind the scenes

All that is certain is the intensified effort to create a strong mouthpiece for the bulk of White workers who recognise that economic pressures call for continued labour reforms.

Clash over TV actors

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SUNDAY TIMES Reporter

San Times 18/5/75

SABC-TV has taken a hard line with trade unions representing performing artists, and now faces a clash over a scale of fees for performers.

SABC officials have made it clear that they will not negotiate a minimum scale of fees for performing artists with any trade union. Nor will the SABC work through agents or any third parties. But the unions feel they must be allowed to represent their members' interests.

The director of SABC-TV, Mr Pieter de Bruyn, said this week that he would not negotiate with the registered trade union — the South African Theatre Union (Saftu).

"We will not be dictated to by trade unions," he said. "We have a scale for artists which we have drawn up ourselves and which we believe will be perfectly fair. We will deal with each actor and performer individually."

Leading trade unionists are puzzled by what they see as a policy conflict within the SABC, as radio has negotiated successfully with the unions over the years on fees and conditions.

Registered

The chairman of Saftu, Mr Michael Coulson, said SABC-TV had told him they would not allow any third party to intervene in negotiating fees.

"It is quite possible that a major row will develop between actors and the SABC in the near future over the issue of fees and other matters.

"We are a registered trade union and as such legally represent our members' interests. Surely it is essential for us to be involved in negotiations on contractual conditions?"

Another matter that deeply concerned Saftu was the possible lowering of professional standards by the recruiting of non-professionals

SABC 'no' to unions

which will be created by TV.

"We cannot have a situation where non-professionals get into the act by working for cut rates. It is essential that the non-professionals are treated professionally," Mr Coulson said.

Mr De Bruyn's reaction is that all artists performing on TV would be paid "according to their merit."

"There will be no cheap labour on TV. We will pay everyone what he or she is worth."

The president of the Transvaal Musicians' Union, Mr Harold Herbert, said his union

was preparing a standard contract for musicians which it intended to present to SABC-TV.

"We have always managed to negotiate with the radio people," he said. "If TV won't negotiate with us we will be very sore"

Mr Coulson and Mr Herbert expressed concern over the influx of foreign actors and performers into the country

"One of our first priorities is to ensure that no overseas artists take TV work away from local talent," Mr Herbert said.

They felt this was an area in which the unions and SABC-TV

ought to get together on as soon as possible.

Mr De Bruyn said it was possible that some actors might be tied contractually to their agents. "But that is their problem and for them to sort out. I do not see why the SABC should get involved in that."

A number of actors foresaw problems with their contracts with agents arising if the SABC would not deal with agents.

A leading Johannesburg agent, Mr Don Hughes, said it was too early to say exactly what the implications would be of the SABC's policy of no intervention by third parties.

Most actors and musicians were not prepared to commit themselves on these matters at this stage. As one leading actor put it: "Most of us would rather not say anything now as we might jeopardise our futures with the SABC by speaking out."

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'Integrate unions' — ASSOCOM

STAR 21/5/75
Labour Reporter

The Association of Chambers of Commerce has become the first major employers' organisation to call for racially integrated trade unions.

Black trade unions can and have been formed, although they are not formerly recognised under existing legislation, says ASSOCOM.

"To allow the situation to continue, presents a threat to industrial peace," says a statement issued in Johannesburg yesterday after ASSOCOM's half-yearly executive council meeting.

REQUIRED

"A reappraisal is urgently required of the provisions of the Industrial Conciliation Act, with a view to registering and controlling trade unions, irrespective of racial composition."

Observers say this is as firm a commitment as can be expected from an organisation which can gain nothing by embarrassing the Government, and which does not want to prejudice the labour relations policy currently being formulated by South Africa's "supreme council" of employers, of which ASSOCOM is a member.

PERTURBED

Clarifying ASSOCOM's stand at a Press conference last night, Mr S O Goodwin, the executive chairman, said ASSOCOM was perturbed that Black trade unions were under no measure of control.

In addition, one employer might find himself dealing with several different trade unions.

ASSOCOM's statement follows the announcement by the National Union of Commercial and Allied Workers that it is about to help organise Black

Black labour: new loo!

57AR 2/15/75

Labour Reporter

The Association of Chambers of Commerce has taken the debate on Black labour relations a big step forward

Most employers until now have backed the Government-advocated works and liaison committees.

Among the few exceptions were two large mining and industrial groups, which favoured Black trade unions, and the Transvaal clothing industry, which has a long tradition of Black unionism.

By calling for an urgent reappraisal of the Industrial Conciliation Act "with a view to registering and controlling trade unions irrespective of racial

composition," Assocom has:

Opted in favour of full-fledged Black unions in preference to unregistered ones, which lack the controls inherent in the Industrial Conciliation Act, and

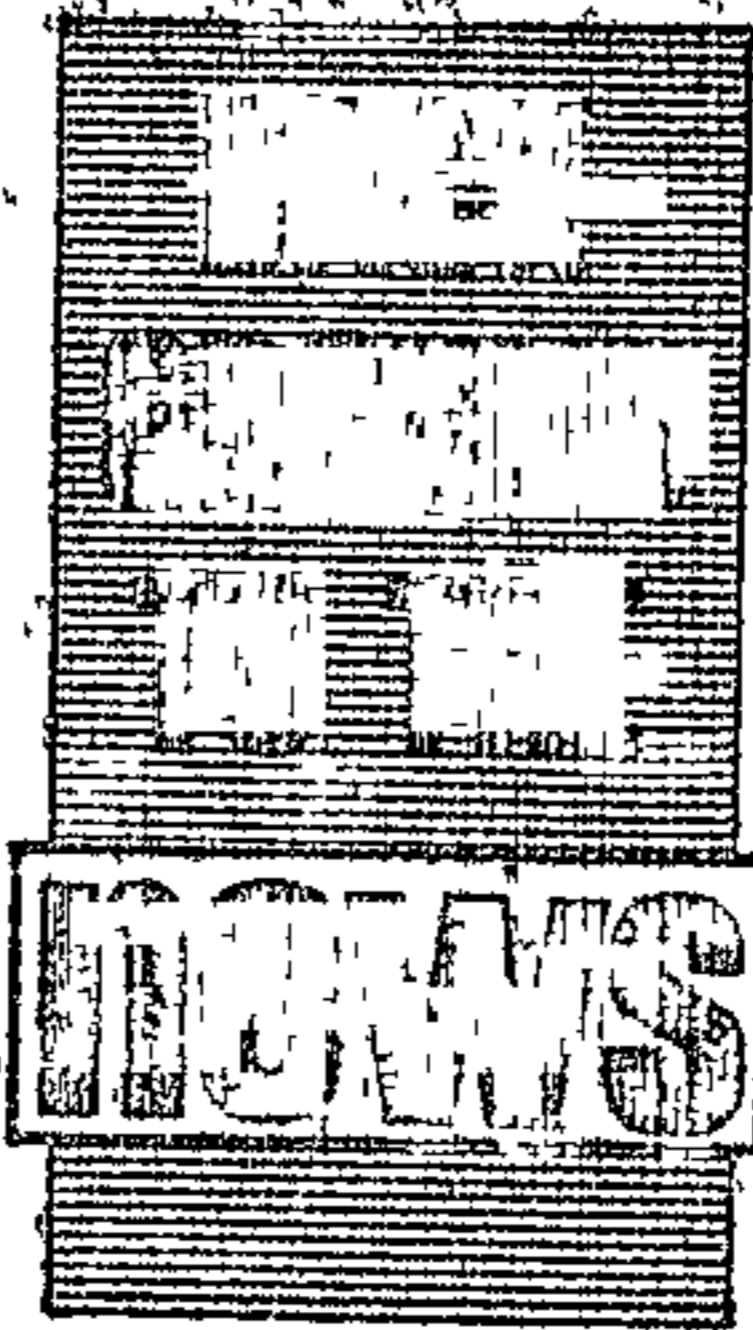
Proposed racially integrated unions, and thus added a touch of pragmatism to the labour controversy.

Assocom made no mention of the "committee system" which has been considered the only alternative to Black trade unionism.

UNREST

Integrated trade unionism opens a new dimension. It puts the Black worker into the ranks of organised labour at large, thus providing probably the most satisfactory answer to the threat of labour unrest as well as the spectre of Black power.

In some industries



integrated trade unionism is out of the question. In the mining industry, for example, the militant White Mine Workers' Union represents strong White protectionism

But that does not make integration unfeasible elsewhere. In the distributive trade, where Assocom represents the employers'

interests, both existing unions — one White, the other representing Indian and Coloured workers — favour integration in principle.

In fact these unions were one mixed union until legal and practical considerations arising from segregationist labour legislation split them nine years ago.

"I would gladly support the reintroduction of a single union, open to Black workers, if the Industrial Conciliation Act were amended," says Mr Morris Kagan, a senior official representing both unions.

CONFUSION

More positive proof of the success of integrated trade unionism is the continued existence of about 40 registered "mixed" unions (representing White, Coloured, and Indian members, but

excluding Blacks) — intact survivors of the days when the establishment of integrated unions was not prohibited

In view of this prohibition, and with the interest of Black workers in mind, the Distributive unions are now jointly organising Black workers in the trade

But the Black Sweeter's Union is already operating in the Transvaal. There is nothing to prevent still more Black trade unions from being established

As a result, organised commerce will soon be dealing with at least four different unions representing perhaps conflicting interests.

Assocom is worried about the confusion. But it is even more concerned about the lack of control over unregistered Black unions

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SA too
valuable
5 MAR 27/5/75
to quit
— Swedes

134
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75

Foreign investment will continue to flow into South Africa — because it is too valuable for the investors to give up. But there is now likely to be increased pressure for improved Black working conditions.

This is the conclusion reached by the South Africa Foundation after studying a report by a recent visitor, Dr Ake Magnusson, on Swedish investment in South Africa.

The report, reflecting the results of a questionnaire mailed to 60 companies, showed that in 1970 Swedish firms' investments in South Africa were 1.6 percent of total overseas investments, or about R40m.

In 1970 out of 10 Swedish companies in Africa, seven were located in South Africa representing 77 percent of assets in Africa and 82 percent of employees in Africa.

Liberia was the next best attraction for Swedish capital in Africa.

The report notes the increasing economic and military power of South Africa, and changes within the Republic. Also:

"The strategy of isolation prevalent in the UN stands little chance of implementation and approaches must be sought elsewhere. Political changes in South Africa must ultimately be implemented by the country's own population.

As the non-Whites are interested and are capable of presenting their demands, external help should be given to them.

"One way is to induce foreign companies to raise wages, and allow non-White union activities.

IMEXTRA CASE ^{FM 30/5/75}
(134)
Distributing judgment

Trade unionists are concerned about the possible consequences of the Imextra judgment.

The case involved two former Imextra employees who applied for a Court Order to have their dismissals last November declared null and void.

They claimed victimisation because of their participation in a works committee, the application was made in terms of Section 24 of the Bantu Labour Relations Regulations Act, and was regarded as a test case (FM March 14).

In essence, Mr Justice Botha rejected the application on the grounds that a civil court did not have the jurisdiction to hear it.

"The applicants ought to have foreseen that a dispute of fact would develop which could not be resolved on affidavit," he added.

Adam Klein, general secretary of the Garment Workers' Union, says the judgment appears to affect all trade unions registered in terms of the Industrial Conciliation Act which, along with the Wage Act, has victimisation clauses.

He foresees "a new age of possible non-protection for worker representatives. That could lead to considerable

Financial Mail May 30 1975

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interest, as the government machinery for such representation and communication could well break down. A labour force frightened to elect articulate representatives will become restless."

This opinion, Klein maintains, is widespread among trade unionists in the wake of the judgment. "The victimisation clauses must be applied in the best

interests of the workers, and consequent industrial peace."

An appeal against the judgment is being considered, says Glenn Moss, administrative organiser of the Industrial Aid Society which has been heavily involved in raising funds for the case.

He points out that if the judgment becomes a precedent, criminal charges

will have to be laid against offending employers and it would be up to the Attorney General to decide whether or not to prosecute. "If the case simply pends," he adds, "the law is that a private prosecution can't be initiated. And if the decision is to prosecute, it could be up to five months before the case reaches a court."

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New Look At TUCSA ~~WIPDUR~~ ~~MARROR~~ ~~JUNE 1975~~ History Of Unions

AT last - an unbiased, accurate history of the trade union movement in South Africa

IT is being compiled by Professor J A G Coetzee, of the Department of Sociology at Rhodes University, who is being given TUCSA's full co-operation in this venture

A number of accounts tracing key developments in the trade union history of South Africa have been published, but have invariably suffered from the subjectivity of their authors holding varying political viewpoints

NOT only have some suffered on their interpretation of events but the facts given have sometimes been contradictory

SOME of the crucial disputed areas which Professor Coetzee will be tackling, include the original split between TUCSA and the South African Confederation of Labour, the attitude of the Council of Non-European Trade Unions to, for example, affiliation with TUCSA, and the role and composition of SACTU

TUCSA has offered to throw open all its extensive historical records to Professor Coetzee, including its microfilm records, and the General Secretary, Arthur Grobbelaar, has agreed to supply an outline of TUCSA's policies since 1968 and the opposition it has encountered from different quarters to certain of its policies

Actors' union fights test case

RDM 4/6/75

MICHAEL VENABLES

THE South African Theatre Union (Saftu) has been increasingly concerned in recent years about the professional theatre managements' practice of bringing in considerable numbers of actors from overseas — sometimes complete casts and not infrequently the majority of the cast for a production.

The passing of new legislation last year with regard to work permits has given the union at least some influence in this respect and some of the managements are now negotiating with Saftu before signing up overseas artists.

A test case has been made of the issue of British actor John Rutland who is playing the role of the blackmailer in the Toerien-Firth production, "The Pay-Off", at the Intimate Theatre.

Michael Coulson, chairman of Saftu, assured me yesterday, however, that this is in no way a reflection on the ability of Mr Rutland, whom I and other critics have praised highly for his virtuoso performance.

The point at issue is that the union does not feel that sufficient efforts were made by the management to find a South African actor who could play the role.

"We feel", said Mr Coulson, "that South African actors should enjoy the same sort of protection against the unbridled importation of casts and individuals that is taken for granted by their colleagues in virtually every other part of the world."

"We have no objection at all to managements bringing in stars of international standing, but auditions should be held in all other cases before a pro-

ducer resorts to hiring artists overseas."

In the case of "The Pay-Off", he said, the Toerien-Firth management had consulted Saftu and it had been decided that there was no objection to the two famous stars of the play, Jeremy Hawk and Elspeth March, being brought out from Britain.

The question of whether it was necessary to import an actor to play the blackmailer was not settled, though, and when John Rutland arrived he was the only imported member of the cast for whom no work permit had been issued.

After representations by Saftu to the Minister of the Interior a temporary arrangement has been made. Rutland has been issued with a permit to work here for six weeks, during which time Pieter Toerien and Shirley Firth must satisfy Saftu that they have tried to find a local actor capable of playing the role. If they do not succeed, Rutland will stay to tour the country in the play.

Prerogative

It seems unlikely, on the face of it, that anyone can be found who can match Rutland's performance. But then this is, Saftu insists, a matter of general principle in which they will be satisfied provided that any local professional who believes he might fit the bill has been given a chance to audition.

Ultimately the decision as to whether a suitable actor is available is up to the management. "That", as Michael Coulson said, "is a management's prerogative."

An aspect of the general dispute over imports is that it has sometimes been suspected in past productions that supporting roles were cast overseas less in the interests of quality

than of economy.

It has been suggested that because of the perennially high level of unemployment in British theatre and the low salaries paid there (British Equity's minimum wage being considerably lower than what an established actor can command in South Africa), managements can actually save money by bringing in actors who are desperate to work and cost far less.

If they have a Johannesburg season and a national tour in mind, managements could save enough over several months on an artist's salary to off-set the airfare.

Whether or not this suggestion is justified, Saftu points out that a South African actor can't get permission to work in England or America without Equity's approval and they believe that they are justified in at least demanding auditions here first.

Mr Coulson added that the union was very pleased to see that, presumably as a result of the recent talks with Toerien and Firth, their production of "A Streetcar Named Desire", which opens in Cape Town this week and will come to Johannesburg, has a very largely South African cast, including the key role of Stanley Kowalski, who will be played by Michael McGovern.

● Speaking from Cape Town, Pieter Toerien said he and Miss Firth would welcome applications to audition from any professional actors who feel they can match Mr Rutland's performance.

Blacks will get full union rights

Sun Trib
(Fri)
15/6/75

IN TEN
YEARS
OR LESS
PREDICTS
TUCSA
MAN
— AND
WE
WANT
THEM IN
WITH US

BLACK industrial workers will, in one form or another, be granted full trade union rights within 10 years, predicts Mr Robert Kraft, economist of the Trades Union Council of South Africa.

He was commenting in an interview on a call by Assocom for racially integrated unions. "Official recognition of Blacks in some form of trade union is on the cards in the next 10 years or possibly even earlier," he says.

But Tucsfa favours integrated unions in preference to separate unions for Black and White workers.

Separate unions could weaken organised labour's bargaining power by giving employers the opportunity of playing one union off against another.

Financial Reporter

Integrated unions would improve race relations by uniting workers in the fight for the common cause.

On a collective programme to fight inflation, drawn up by the standing advisory committee on inflation within the Prime Minister's Economic Advisory Council, Mr Kraft says Tucsfa has already announced its willingness to take part by urging wage-demand restraints on condition that:

- The Government appoints a Cabinet Minister to supervise the programme.

- The Government publicly endorses it.

- Organised commerce and industry publicly announce their commitment.

He expects the Government to react positively by

appointing a Cabinet Minister, possibly the Minister of Economic Affairs, to supervise but he has doubts about the reaction of the private sector.

"If the programme is to work — and it could cut the rate of inflation by as much as 4 percent in the first 12 months — organised commerce and industry must not treat its commitment lightly.

"They must give an assurance that they can ensure at least a degree of compliance by their members.

"Their reaction so far has been silence."

Mr Kraft describes as nonsense a statement by the Minister of Labour, Mr Marais Viljoen, that job reservation is designed to protect both the White and the non-White worker.

"The majority of White workers know that Black workers must be permitted to enter skilled jobs for the economic survival of the country," says Mr Kraft.

Drama

Examples are the dramatic change in attitudes of the railways and engineering industry trade unions.

Employment is the soft area in which the commitment to end racial discrimination could have the most impact, internally and externally.

Job discrimination is the one thing that really sticks in the gullet of non-White workers, he says. The image overseas would be enhanced because world trade unions are not particularly interested in the local political scene, only the gut bread and butter issues of money and jobs.

Mr Kraft says the automatic linking of wages to rises in the consumer price index is definitely anti-inflationary.

It eliminates the need for workers to make wage demands, removes the need to buy ahead in case of further price rises and eliminates strikes caused by wages falling behind the rate of inflation.

Demands

During double-figure inflation unions are forced to make wage de-

571
18/6/75

Labour Reporter

The Federated Chamber of Industries has called on the Minister of Labour, Mr. Viljoen, to give urgent and serious attention to the "inadequate" system of Black labour relations.

A statement by the FCI's president, Mr. D. V. Benade, presented to Mr. Viljoen and released for publication today, makes it clear that no obstacles should be placed in the way of an orderly development of Black trade unionism.

INADEQUATE

The FCI was convinced that a policy of orderly development towards "meaningful participation by all workers in all aspects of industrial relations" would contribute significantly towards continued industrial peace," the statement said.

The FCI made the following points:

● "Present legislation does not allow sufficient meaningful participation and representation by Black employees" in settlement of disputes and negotiation of employment conditions.

● The present system was inadequate because the majority of negotiations conducted under it were not afforded statutory recognition and it did not provide Black workers with collective bargaining machinery "in the broadly accepted sense."

● The deficiency had become a cause of discontent among Black workers and warranted serious attention.

NO OBSTACLES

The statement said Black unions should not be given premature recognition nor should obstacles be placed in the way of their development, provided the leaders and members of the unions concerned manifested attitudes and objectives "not inimical to the national interest."

It called on employers to take note of their Black workers and supported the Government's appeal for the establishment of liaison and works committees which would prepare workers for involvement in collective bargaining.

Black unions are inevitable

FOR 19/6/75

It is not often that a powerful and widely representative employers' association puts public pressure on a government to increase both the scope and the influence of the trade union movement. Yet this is precisely what the Federated Chamber of Industries has just done.

The FCI has written to the Minister of Labour, Mr. Marais Viljoen, calling for an urgent review of the present "inadequate" system of Black labour relations. This system does not allow "meaningful participation and representation" by Blacks in the settlement of disputes and the negotiation of employment conditions. It does not afford statutory recognition to most negotiations and is provoking serious discontent among Black workers.

content among Black workers.

In short, the FCI wants the Government to pave the way for the statutory recognition of Black trade unions and for the orderly integration of Blacks into the otherwise enlightened South African industrial conciliation machine. A classic example of enlightened self-interest on the part of an organisation which would know better than any other exactly what the interests of industry really are.

Faced now with almost identical demands from both the employees (including a large slice of the recognised trade union movement) and the employers, is it possible that the Government can still be shortsighted enough to resist the inevitable?

A pragmatic plea for Black unions

STAR 19/6/75

SIEGFRIED HANNIG

Businessmen and industrialists have never been renowned for lofty idealism. Why, then, should organised commerce and industry speak out in favour of trade union rights for Black workers?

The Federated Chamber of Industries have now taken this step, albeit with different emphasis. The urgency which both attached to their pleas makes it clear they are motivated by serious concern despite the relative calm of their Black workforce.

South Africa's first alarming spate of Black labour unrest was early in 1973, so it is evident these organisations did not arrive at their policy decisions rashly. Nevertheless these decisions must have been startling to the Minister of Labour who emphasised less than two months ago the Government's rejection of trade unionism for Black workers.

Black workers, Mr Viljoen said in his budget vote. It had been shown that in 92 percent of strikes in recent times there had been no works or liaison committees in existence, the Minister said. Yesterday, the 320 Black employees of a German concrete factory were sacked after a two-day strike which occurred despite the existence of an "active" works committee.

In contrast, the 23 000-strong Black National Union of Clothing Workers pointed out in its recent unsuccessful plea for full trade union rights that strikes among its members usually lasted only until one of the union's officials arrived on the scene.

The Federated Chamber of Industries does not reject the committee system despite reservations about its "shortcomings." It sees the committees as a preparation for more meaningful involvement in the collective bargaining system.

Two of South Africa's most representative employers' organisations have spoken out and the FCI, for one, intends to take matters further with the Minister of Labour. But Assocom and the FCI are only two of 10 such organisations constituting the "supreme council" of employers. That is the body the Government has approached for a decision on Black labour relations. Until that decision has been reached, and it will have to be reached with unanimity, observers expect little change in the current dispensation.

The Association of Chambers of Commerce

Black role in trade unions 'inevitable'

RDM
19/6/75

BLACK involvement in trade unions was inevitable, and industry and the Government had to make certain this development took place in an orderly manner, the South African Federated Chamber of Industries said yesterday.

The chamber, "representing the widest section of employer interests in the manufacturing sector in the Republic," has reached a consensus on the policy question of the maintenance of sound industrial relations, a statement issued in Pretoria said.

The policy statement had been presented to the Minister of Labour, Mr Marais Viljoen, and further discussion would be held with him on implementation of the policy.

The chamber is convinced that a policy of orderly development towards meaningful participation

by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa," it said.

While basic industrial legislation regulating working conditions, wage and service conditions and settlement of disputes had "contributed materially to the remarkable history of industrial peace" in South Africa, the chamber recognised that present legislation did not allow sufficient meaningful direct participation and representation by Black employees in settlement of disputes and negotiation of working conditions.

"This deficiency has become a cause of discontent and warrants attention."

While the Bantu Labour Relations Act of 1973, setting up works and liaison committees, had created new opportunities for Blacks, the system was in-

adequate in that the majority of negotiations were not afforded statutory recognition.

"The chamber feels that with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition to it, if necessary by legislative action.

"Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities in the negotiation process" the chamber said.

The Chamber supported the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the "sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry."

The establishment and conduct of these committees should, however, be conducted in full consultation with the affected Black workers and with total involvement of top management, the chamber emphasised.

The chamber was convinced some employers and many employees were not properly motivated or informed about the effective operation of works and liaison committees and that this lay at the root of much of their alleged ineffectiveness.

It recommended an "intense and positive programme of education" for employers and employees.

—Sapa.

RECOGNITION FOR BLACK UNIONS CALL

Mercury Correspondent 19/6/75

PRETORIA—The S.A. Federated Chamber of Industries yesterday said Black trade unions must be recognised.

Mr. Dan Benade, FCI president, in a declaration on the maintenance of industrial peace in South Africa, said the FCI had reached a consensus on the maintenance of sound industrial relations in the Republic.

The statement, he said, had been presented to the Minister of Labour, Mr. Marais Viljoen.

In it, Mr. Benade said the FCI was convinced that orderly development towards meaningful participation by all workers in all industrial relations would contribute significantly to the continuance of industrial peace.

In the settlement of disputes and in the negotiation of working conditions, current legislation did not allow sufficient meaningful direct participation and representation by Black employees.

"This has become a cause of discontent among Black workers and in the interests of maintaining industrial peace as well as a satisfied, motivated and productive Black labour force, it warrants serious attention," he said.

While the Bantu Labour Relations Regulation Act of 1973 created opportunities for Blacks by providing new channels of communication between employees and employers, the system was inadequate.

Most negotiations conducted under the Act were not afforded statutory recognition. Nor did it give Black workers

any collective bargaining machinery in the broadly accepted sense of the term.

These shortcomings "require urgent attention."

Black workers are showing a growing interest in trade unionism.

But it would not benefit industry to give Black trade unions premature recognition or to obstruct their development, provided the union leaders and members manifest attitudes and objectives not inimical to the national interest.

"The FCI feels that, with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give them recognition, if necessary by legislative action."

"Any steps in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities inherent in such representation in the negotiation process."

"In this spirit, the FCI recommends that employers should recognise these desires of their Black workers," said Mr. Benade.

The FCI supports the Government's appeal to all industrialists to provide liaison and works committees in the sincere belief that it was in the national interest to develop the collective awareness of the Black worker in industry.

But their proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management.

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TUCSA warns White trade unionists

STAR
20/6/75
Labour Reporter.
White trade unionists, who deny Black workers the right of collective bargaining are denying their own right of existence.

Mr Steve Scheepers, a senior vice president of the 220 000 strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (180 000 members), Mr A I Nieuwoudt, of the Federated Chamber of Industries' policy statement on Black labour relations.

WELCOMED

The FCI said no obstacles should be put in the way of an orderly development towards trade union rights for Blacks.

"TUCSA welcomes the change of heart of employers as represented by the FCI," said Mr Scheepers. "We feel that if we don't start teaching

the Black worker the techniques of collective bargaining now, it may be too late.

"The best way of doing this would be to integrate Black workers in the registered trade unions where these unions permit it," Mr Scheepers said.

Mr Nieuwoudt rejected the "paternalistic" approach of the FCI.

The confederation was opposed to Black trade unionism and associated itself fully with the Government's approach to the matter, he said.

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr Nieuwoudt said.

(1) 131

F'CI's Black union move

Cape Times 2/16/75

MORE PARTICIPATION by Blacks in trade unions is one of the requirements for future industrial peace, according to a policy statement sent by the SA Federated Chamber of Industries to Mr Marais Viljoen, the Minister of Labour.

Mr D V Benade, the FCI president, in a press release yesterday said the FCI had reached a consensus on the policy question of the maintenance of sound industrial relations in South Africa.

Although the basic industrial legislation relating to working conditions had contributed materially to industrial

peace, the legislation did not allow sufficient meaningful direct participation and representation by Black employees. This had become a cause of discontent among Black workers.

The Chamber recognized that Black workers were showing an increased interest in organizing themselves into trade unions.

"The Chamber believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development.

"With the growing demand by the Blacks for direct representation it will become inevitable that the Government give recognition thereto, if necessary, by legislative action.

Metal Box backs multi-race unions

RDM 24/6/75

Financial Reporter

SUPPORT for a national multiracial trade union has come from the chairman of Metal Box South Africa, Mr B. C. Smither, in the company's annual report.

Mr Smither says Metal Box is not in favour of recognising a multiplicity of labour organisations based on "constraining ethnic or geographical groupings".

It is not the company's policy "to place obstacles in the way of the development and effective recognition of responsible, national, nonracial negotiating machinery, in which our total labour force can participate or be properly represented".

Metal Box is negotiating with a "large, mixed trade union" to establish a national organisation for its total work force, including Blacks.

The company has gone even further to ensure the full and equal representation of its workers by testing the acceptability of the trade union's proposals in a referendum.

Mr Smither says Metal Box will carry on with its R35-million capital expansion programme over the next few years in spite of the unstable international economic scene.

Inflation is affecting the real buying power of retained earnings to the point where some industries are supporting dividend payments through a reduction in their true capital positions.

This, he says, is an unsustainable situation.

Iscor has improved its deliveries and the need to import tinplate will reduce this year. However, the longer-term problem of supply will continue until domestic production is increased.

In addition to an increase in the cost of supplies, the cost of money has risen to intolerable levels while the real rate of return on capital has fallen.

He says it is impossible

to determine when the next upsurge in the South African economy will occur.

However, he believes the downswing will be short term.

Metal Box increased its attributable profit for the year to March 31 last from R5 787 000 in the previous year to R7 147 000.

Boumat

THE outlook for Boumat, linked to that of the building industry, is bright in the long term but hedged with some qualifications in the shorter term.

This is the forecast of the chairman, Mr Irvine Brittan, in the annual report.

Sales were 42,8 per cent up in the year, assisted by the acquisition of National Industries and the Mason-Harrison Company. Pre-tax profits rose 36 per cent to R3 850 000.

Apart from a good contribution from these acquisitions, Boumat again achieved growth over the record profits of the previous year.

A factor inhibiting profitability was the increase in bad debts as "a number of our customers were unable to survive the impact of the tight financial situation".

Target areas for increased efficiency in the current year include a reduction in inventories in line with shortened delivery time from suppliers, a tight rein on expense rises and a watch on credit "without unduly inhibiting turnovers".

Stuttaford

THE CHANCES of a dividend increase this year are reasonably good if the company achieves a meaningful profit growth, says Stuttaford's chairman, Mr R. B. Stuttaford.

The company made a taxed profit of R1 195 000 in the year to February 28, 1975, and paid a dividend of 28c.

Mr Stuttaford says that as a result of economic conditions, the company has raised its dividend cover and intends to maintain it at between 2,3 and 2,5.

He told the annual meeting in Cape Town the company expected the next few months would be a testing time for the stores division.

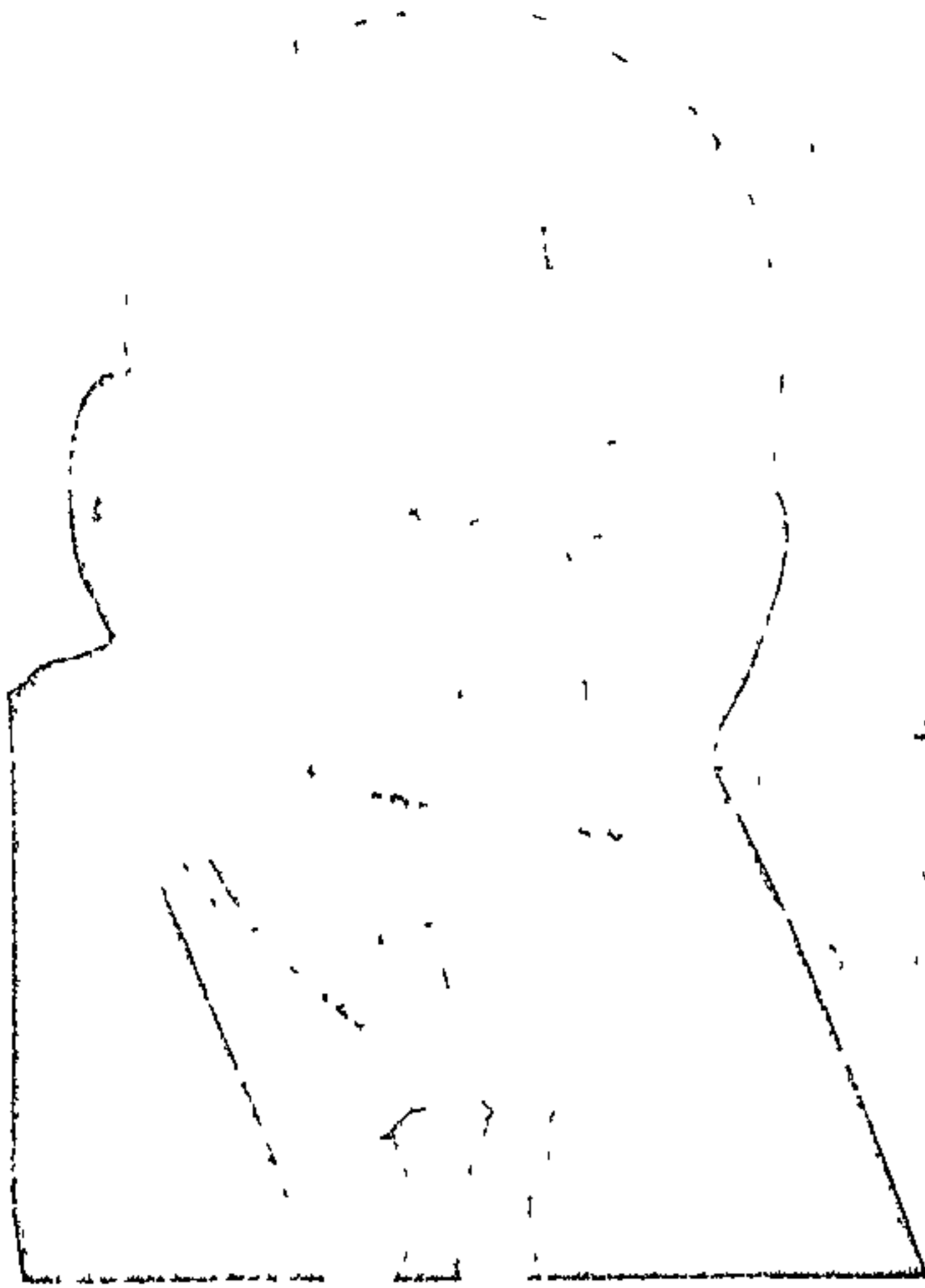
Sales followed a satisfactory growth pattern in March and April, but May was poor at all centres.

Everglo

INDICATIONS are that Everglo Holdings will earn at least 7c in the first half of the year, and the group aims to achieve minimum earnings of at least 15c for 1975-76 compared with 17c in 1974-75, says the chairman, Mr Andy Behr.

Repcor

THERE ARE good prospects of exceeding the 1975-76 prospectus forecast of earnings a share of 13,3c and dividend of 7,5c, says the Repcor chairman, Mr Behr, in his annual review.



A LETTER FROM THE PRESIDENT

30th June, 1975.

Dear Member,

Works and Liaison Committees - Official IPM Policy

The subject of adequate communication with and representation for Black workers has been an issue of heated debate in South Africa. At the Institute's Council meeting held on April 23rd, 1975, the matter was fully discussed and a number of policy decisions arrived at. It is in this connection that I am writing to you.

The Institute's Council expressed its continuing support for the Works and Liaison Committee system as providing a worthwhile vehicle for the development of healthy Industrial Relations in South Africa. It also expressed its belief that in the current circumstances the system represents the most logical and valid approach to the complex problems of improving communications between Black workers and management. It recognises that the dynamic nature of our circumstances may warrant changing and elaborating aspects of the system in the future and in this regard it re-emphasised that it is the policy of the IPM to work within the existing labour laws of the country and to liaise closely with government in offering its professional expertise on labour matters.

The Council acknowledged that there are cases where Works and Liaison Committees have not proved to be an adequate means of communication. This has occurred for a variety of reasons. Where basic personnel practice is faulty, where wage rates are below an acceptable level and where there is a lack of trust between workers and management, obviously the establishment of a Works or Liaison Committee structure cannot, of itself, solve the variety of problems which have accumulated. Attention needs to be paid to all aspects of Industrial Relations, viewing that term in its broadest context.

/ By...

30th June, 1975.

By the same token, where the constitution of a committee is perceived to be undemocratic, where victimisation of worker representatives is not penalised, where leadership of the committee is not of the highest calibre, where members of the committee representing both workers and management are inadequately trained, where opportunity for consultation between worker representatives and the labour force is not guaranteed or where items for discussion at meetings of committees are not determined in consultation with worker representatives, the functioning of the structure is unlikely to be successful.

The IPM's Council therefore agreed that the Institute should treat as a top priority the need to provide training facilities on a nationwide basis which will enable managers to establish a climate conducive to healthy Industrial Relations in general and to initiate and maintain or improve the effectiveness of Works and Liaison Committees in particular.

In pursuance of this aim, the Institute has established an Industrial Relations Special Interest Group under the leadership of Mr. Andre Pons, Vice President Industrial Relations. It has already scheduled, on a national basis, a series of seminars and workshops on a variety of aspects of Industrial Relations, and Chairmen of the Institute's branches have been requested to ascertain regional needs regarding Industrial Relations and to cater for these in their programmes of activity.

I am writing to request you to take full advantage of the facilities being provided and to ensure that in your own organisation Industrial Relations receives the attention it deserves. Details of scheduled training can be obtained from Mrs. G. Davidson, IPM, Box 31390, Braamfontein 2017. I would also request you to contact Mr. Andre Pons at the same address if your organisation is willing and able to join the growing number of companies eager to share information on what they are doing in this field and to make this available to other members of the personnel fraternity.

Your co-operation in this vital matter is much appreciated.

Sincerely,


D. HANSON,
President.

IN THE MEANTIME

FURTHER comments on the statement by the FCI (Federated Chamber of Industries) on industrial relations is required. The fact that the FCI has produced comments is to be welcomed and is a positive step. But as was pointed out last week, why were the leaders of African trade unions not consulted? The FCI has recommended to individual Chambers to take note of the desire of Black workers to organise themselves into trade unions. Yet the FCI, claiming to be concerned about establishing sound industrial relations, between employers and the workers through their trade unions, did not establish contact with African trade union leaders.

What are some of the conclusions reached by the FCI which required further examination?

The FCI recognises the inadequacy of present legislation. It does not provide machinery for settling of disputes and does not give Black workers collective bargaining machinery. Surely then the FCI should take the lead and state the Black trade unions should be recognised. But then a vagueness, if not evasiveness, enters the FCI statement. The FCI then gives certain conditions for recognition. These are:

- * do not give premature recognition to Black trade unions;
- * the aims and attitudes of the trade unions, i.e. of members and leaders, should support the national interest of the Republic;
- * Black workers should show ability to organise themselves responsibly to justify taking part in the negotiation process,
- * because African trade unions are inevitable organised industry should ensure that their development takes place in orderly manner. The Chamber can offer expertise to bring this about.
- * In the meantime, Black leaders can gain experience by participating in works or liaison committees, until they can become more meaningfully involved in collective bargaining and understand their obligations.

What then is the straightforward message to African trade union members and their union leaders? It seems that the FCI is saying "Yes, we know you exist, but you have not learned enough so in the meantime use the committees until you understand how to work in the national interests"

The contradictory aspects of the FCI statement is that without recognition from employers they cannot show their responsibility. What employers seem to forget is that all the qualities they expect trade union leaders to demonstrate do not come about in isolation. And without recognition there is no possibility of increased membership and then no possibility to learn leadership skills.

In the meantime, the committee system must suffice. But how can skills, to demonstrate responsibility, be attained, in the closed situation of committee procedures?

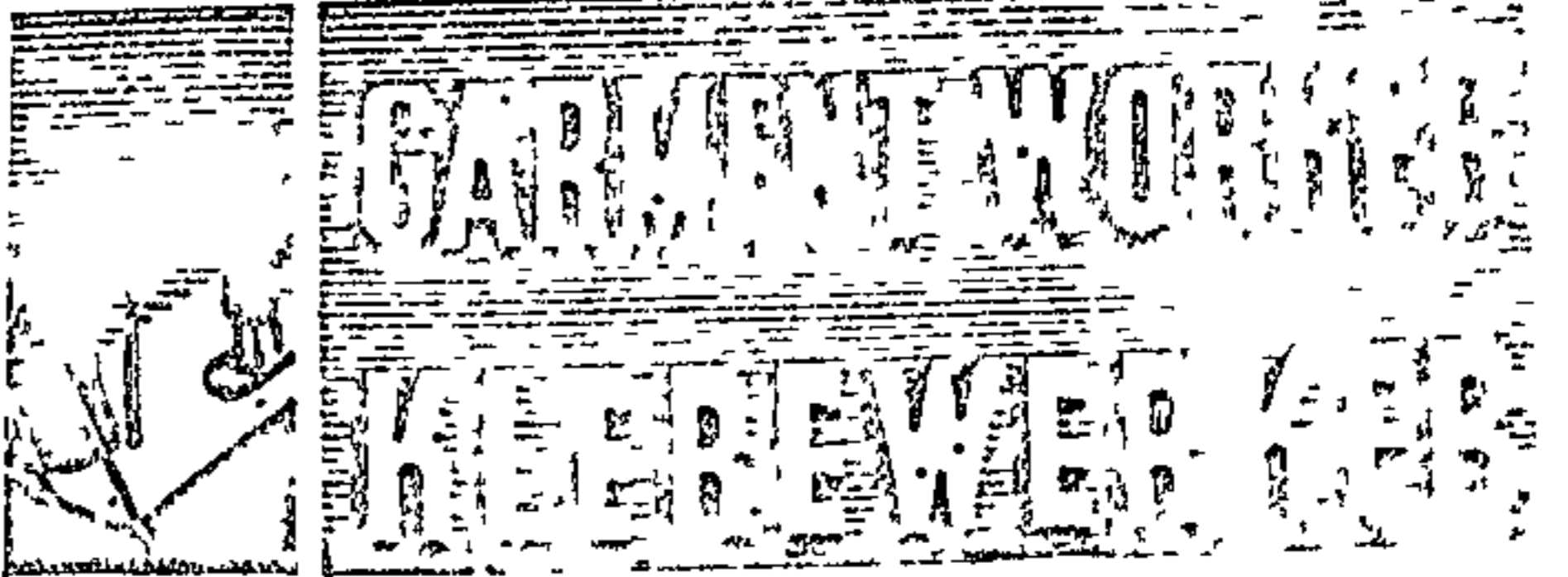
When employers have to acquire new skills they—

- * study for degrees, such as the Master of Business Administration courses, at Universities;
- * take numerous courses on specialised subjects,
- * participate regularly in seminars,
- * attend conferences to gain a wider perspective on issues,
- * employ training officers to ensure continual input of new ideas and techniques.

But future African trade union leaders, who must show their ability to act in terms of the national interest, are not told where to acquire those insights. Surely it is a contradiction to say that the courses which committee representatives are given by employers, or their consultants can prepare them as trade union leaders.

African trade unions and their leaders such as the National Union of Clothing Workers, have demonstrated their responsibility and their concern for the interest for the clothing industry and hence the country as a whole. Yet they have no recognition. In the meantime their credibility in the eyes of the African community and the world at large is at stake. Other approaches are demanded from them.

This is the danger of the FCI statement. It is a "in the meantime" statement. In the meantime nothing can be done or we can propose nothing for you. If the FCI is aware of these difficulties and inconsistencies in its statement, let it call a meeting with the leaders of African trade unions. Let the FCI explain what it means by the fact that, in the meantime, it is holding discussions with the Minister of Labour about the implementation of its policy. Let the African trade unions specifically know what changes in legislation it is proposing. Let the African trade unions judge whether these changes will assist in the establishment of African trade unions or use the commit-



FACING REALITY

THE South Africa Federated Chamber of Industries (FCI) is an important body. Although it is one of ten co-ordinating bodies of employers, it covers a vital sector of the economically active population. New policies are developed in manufacturing industry. It is in manufacturing industry throughout the world that the workers have found their voice and strength. The fact that the FCI has formulated a labour relations policy and taken it to the Minister of Labour is therefore significant. Fortunately it has published its statement. What comment can be made on the attitude of the FCI?

It is significant that the FCI regards the present system of labour legislation for African workers as inadequate because it does not allow sufficient meaningful direct participation and representation of Black employees. More specifically the FCI says the Black workers need collective bargaining machinery.

What then is proposed? This is not clear. An ambiguity in the statement reflects the fact that the stated organisations of the FCI are not unanimous, particularly on the question of recognition of African trade unions. The statement says recognition of African trade unions must come, but it also feels that the committee system is essential. The Chamber feels the Committee system should give African workers some form of representation on plant level. It must be encouraged through education. But it does not say that trade unions should not be given premature recognition. Why should African workers be "ready" for plant level committees, but not for exercising the responsibility of trade unions? In the case the statement does not spell out the relationship between the plant level committees and the industry wide trade union. And yet this is a crucial issue. The Chamber specifically records that personnel managers have a vital role to play. Will the committees then not be used to suppress emerging African trade unions?

It is time that the Chamber faced certain realities of the present crisis in industrial relations in its statement. What it has said about Black workers wanting the right to organise into trade unions, bargain collectively and strike if necessary as a last resort, is true. But what reality is it trying to create in the future? This question is asked because of the following—

- 1. the relationship between trade unions and committees is not spelled out,
- 2. at the corporate membership meeting of the Chamber a proposal was put last year regarding Committees and their further powers which would create employer controlled industry-wide councils to counter the development of African trade unions,
- 3. the Chamber has not done what it urges its members to do, namely take cognisance of the desire of Black workers to express themselves through the collectivity of the trade unions. The Chamber has not, even in the preparation of its statement, consulted the Black trade union leaders,
- 4. the Chamber says it will hold further discussions with the Minister of Labour on the implementation of its policy. How can something undefined be implemented without the fact there is no consultation with African trade union leaders? The Chamber some plan, based on the discussion in the corporate membership level, which has not been revealed.

In European countries new issues in industrial relations are also being continually faced. In countries where trade unions are recognised in countries such as Germany, it does not mean everybody can sit back and let the hard task of working out a programme for the equitable distribution of wealth, through increased productivity, be ignored. Why then in South Africa, on this issue are the workers ignored? The Chamber can still recover its position by talking to African trade unions before talking to the Minister of Labour about implementing an apparently unworkable system.

LET THERE BE A

How are prices fixed? How is the price of beer, comfortable chair, packet of arrived at? In terms of the economic system it must be arrived at through competition.

Minister gets challenge on SA labour

By CLIVE EMBON,
Labour Correspondent
THE Minister of Labour's
comparisons between
works and liaison commit-
tees in South Africa with
those in Western Europe
and elsewhere were com-
pletely misleading, Mr
Bobby Godsell, an indus-
trial relations officer and
member of the Progressive
Party executive, said, at
the weekend.

Taking the examples of
West Germany and Zamb-
bia, Mr Godsell said such
committees in those coun-
tries were compulsory and
not voluntary, as they
were in South Africa.

Unlike South Africa, in
both those countries sub-
stantial powers and facili-
ties were guaranteed to
worker committees.

Also in those countries
works committees were
seen as an extension to
trade union rights, while
in South Africa they were
seen as a replacement of
those rights.

ADDRESS

In his address to a
labour symposium on
Black labour held by the
Young Progressives, Mr
Godsell said there were
2,000 works and liaison
committees in an estimat-
ed 30,000 business under-
takings in South Africa.

This provided for Afri-
can worker representation
in about 8 per cent of
them in the two years that
legislation had provided
this facility.

Looking at the success-
ful operation of work
councils, especially in
West Germany, Mr God-
sell said it was possible
to predict that:

- Works committees in
the South African system
would not win the trust
and support of Black work-
ers as long as they were
used as an alternative to
trade union rights.

- They would only
make a positive contribu-
tion to industrial peace if
they were made compul-
sory bodies and guaran-
teed powers and facilities
to carry out their func-
tions.

The Minister of Labour,
Mr Marais Viljoen had of-
fended the works and
liaison committee system
for Blacks in South Africa
by comparing them with
works committees systems
overseas, particularly in
West Germany. These com-
parisons were "highly mis-
leading", Mr Godsell said.
In West Germany works
councils consisted only of
properly elected worker re-
presentatives and must exist in
every establishment em-
ploying more than five
workers.

Works councils were en-
titled to full-time organi-
zation and to meet in com-

TV, radio men meet to form protective group

Cap Times Correspondent

JOHANNESBURG — About 80 radio and TV men met here yesterday to discuss the formation of a new association for the protection of their interests and technical standards.

Mr. John Parker, a radio and TV technician and leading member of the Johannesburg Association, was elected chairman of the new organization provisionally called the Radio and TV Technicians Association.

Mr. Pat Thompson, who was elected secretary, said there is a shortage of technicians in the country and that the manufacturers have done little to help by training for the "ice men" in television. He said the manufacturers realize that the first line technicians will eventually have to be upgraded and the association can help by seeing that this is done.

"TON, DICK AND HARRY" — Peter Barry said "Even though Dick and Harry are supplying the public with TV sets at a hold-over price they cannot possibly maintain and service the sets."

Most of us are now qualified for TV. We have been on a conversion course that takes us from a 400-line set to a 625-line set on a two-day course. They then required a further six hours and they are taking us to the next level.

The cost of 400-line sets is high and white TV sets are not available to the masses. The only way of the country's big TV distributors is to buy by a few hundred Rand. Mr. Barry and Mr. Thompson were present at the meeting.

The meeting has been held available to technicians around the country at 825 ... The financial was ... to the ... of the offer.

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"It is ... and other issues ... concern Black workers," says Mrs Jane Hlogwane, general secretary of the 3000-strong Engineering and Allied Workers' Union.

... Mr ... president of the African Chamber of Commerce ...

... Mrs Lucy Mvubelo, general secretary of South Africa's largest Black trade union.

The boycott of Johannesburg beerhalls — which, after 16 days, forced a reduction in the announced price increase of Banta beer — is one of many examples of collective action by Black workers. Often such action takes more viable forms. The Star's Labour Reporter, Stephen Hanning, asked three Black leaders whether such action could be harnessed if Black workers were to receive trade union rights.

Black workers are wielding collective power — whether the Government likes it or not. The choice confronting South Africa is that between mass hysteria or Black trade unionism.

That is the assessment of South Africa's inadequate labour relations machinery made by a Black business leader and two prominent Black trade unionists.

"Can trade unionism be any worse than the mob action that has taken scores of lives in mine compounds during the past year?" asks Mr Sam Motsuenyane, president of the National African Federated Chamber of Commerce.

"Collective action by Black workers has been evident in South Africa for many years," he said. "I can remember a very effective bus boycott in Johannesburg during the 1940s, and who will ever forget the spate of strikes Durban experienced in 1972?"

As the most recent example of spontaneous mass action he cited the almost complete boycott of Johannesburg beerhalls for more than a fortnight.

"Black workers already are exercising collective power. Far from posing a fresh threat, Black trade unionism would harness this power and channel it into healthy, democratic and disciplined outlets," Mr Motsuenyane said.

"Industrialists do not want leaderless mobs which respond to little else than teargas. They need an organisational structure which provides

leaders who win the workers' trust by proving that they have the workers' interests at heart.

"Only trade unions can provide such leaders — people who can calm the nerves and reason out problems with employers over a negotiating table," he said.

Mr Motsuenyane pointed out that Blacks were ideally equipped for collective action by virtue of their cultural heritage in which bargaining and leadership formation played important parts.

"Much of the Black man's attitude to life may have survived the transmutation of urban Africans. Where this is the case, the bonds of hardship and poverty can provide the unity creating spontaneous collective action," Mr Motsuenyane added.

"Whatever the reason, the problem is with us and poses a serious threat to industrial peace and race relations.

"Full trade union rights for Blacks could convert this phenomenon into a beneficial force for all concerned. Because of characteristics which make Black people prone to collective action also render them amenable to trade unionism.

"Inflation is generating more and more discontent among Black workers. It is hard to think what would happen in the event of a depression and large-scale Black unemployment.

"In such an event influence of a trade union

leadership might prove to be the only means of averting catastrophe," Mr Motsuenyane said.

Mrs Jane Hlogwane, general secretary of the 3000-strong Black Engineering and Allied Workers' Union, and Mrs Lucy Mvubelo, general secretary of the 23 000-strong Black National Union of Clothing Workers, associated themselves fully with Mr Motsuenyane's assessment.

"Every year there are hundreds of wildcat strikes by Black workers which the public never gets to hear about because they are isolated and settled by makeshift means," Mrs Mvubelo said.

"But employers are aware of the time-bombs ticking away in their establishments. That is why Black labour relations are the issue of prime concern to South African employers at the moment.

"That is why employers in the Transvaal clothing industry — where 98 percent of Black workers belong to my union — are grateful that their employees are fully organised."

She said she knew of only one Black trade union which did not shy away from the mere hint of political involvement. Mrs Hlogwane said "We take great pains to steer clear of anything but bread and butter politics.

"But, when we read politics, I could well imagine trade union intervention in issues such as this beer boycott, if we had unions which were representative of Johannesburg's Black workers."

Interest in new trade union body

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J-TR 25/7/75

Labour Reporter

Attempts to organise a middle-of-the-road body of South African trade unions have aroused strong interest, but negotiations are still too delicate to make any announcement.

"We hope something big will happen early next year," the president of the 19 700-strong Artisan Staff Association, Mr Jimmy Zurich, said in Pretoria today.

He was asked for comment on the movement he initiated about four months ago after the conservative-dominated White Confederation had lost about 15 000 of its more verligte members.

Mr Zurich's union was one of those which rejoined the confederation after the group breakaway by all railway unions.

Tomorrow Mr Zurich and his union's assistant general secretary, Mr Wilhe van der Merwe, leave for a month-long European study tour.

They will pay special attention to the organisation of non-communist trade unions, wage negotia-

ting tactics in times of inflation and work methods and organisation with a view to the massive job evaluation programme currently taking place on the South African Railways.

They will visit factories and have talks with trade union leaders in West Germany, Switzerland and Britain. Much of their itinerary is being arranged by German trade unionists.

1/8/75

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BLACK WORKERS Improving committees

Minister Marais Viljoen's plans to introduce legislation during the next Session upgrading the functions of works and liaison committees will hopefully fill some of the gaps in the legislation.

But what remains to be seen is whether moves to make committee agreements legally binding will really improve the position of African workers.

What is clear at this stage is that the bureaucratic jumble of labour laws is to be markedly expanded.

Questions abound:

- Will the legislation extend effective collective bargaining powers to the committees?

- If so, how will wage agreements be co-ordinated within a particular industry or branches of the same company, or on a regional or rational basis, thus making for uniformity? (Committees can presently only operate on an individual plant basis);

- Who will finance the expanded operation of the committees? If it is to be the individual companies, how will the workers be convinced that the committees effectively represent their interests as opposed to those of the companies?

- Where there are Industrial Council agreements (between management and registered trade unions) covering the industry concerned, how will these be modified to incorporate decisions made at committee level?

- Through what procedures are the "binding wage agreements" to be made practically enforceable?

The existing 2 000-plus works and liaison committees (and it is estimated that only 6% of the country's businesses have them) are mainly used for airing minor grievances and providing a loose communication network between workers and management.

The most useful improvement Viljoen can make within the framework of the existing committee system would be to insist that in-plant wage rates are always negotiated between management and the committees.

The fact remains, however, that there can be no significant change until full trade union rights (registered and operational under the terms of the Industrial Conciliation Act) are granted to the majority of SA's workers.

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

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

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

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

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

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

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

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

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

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

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

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

rent labour legislation."

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

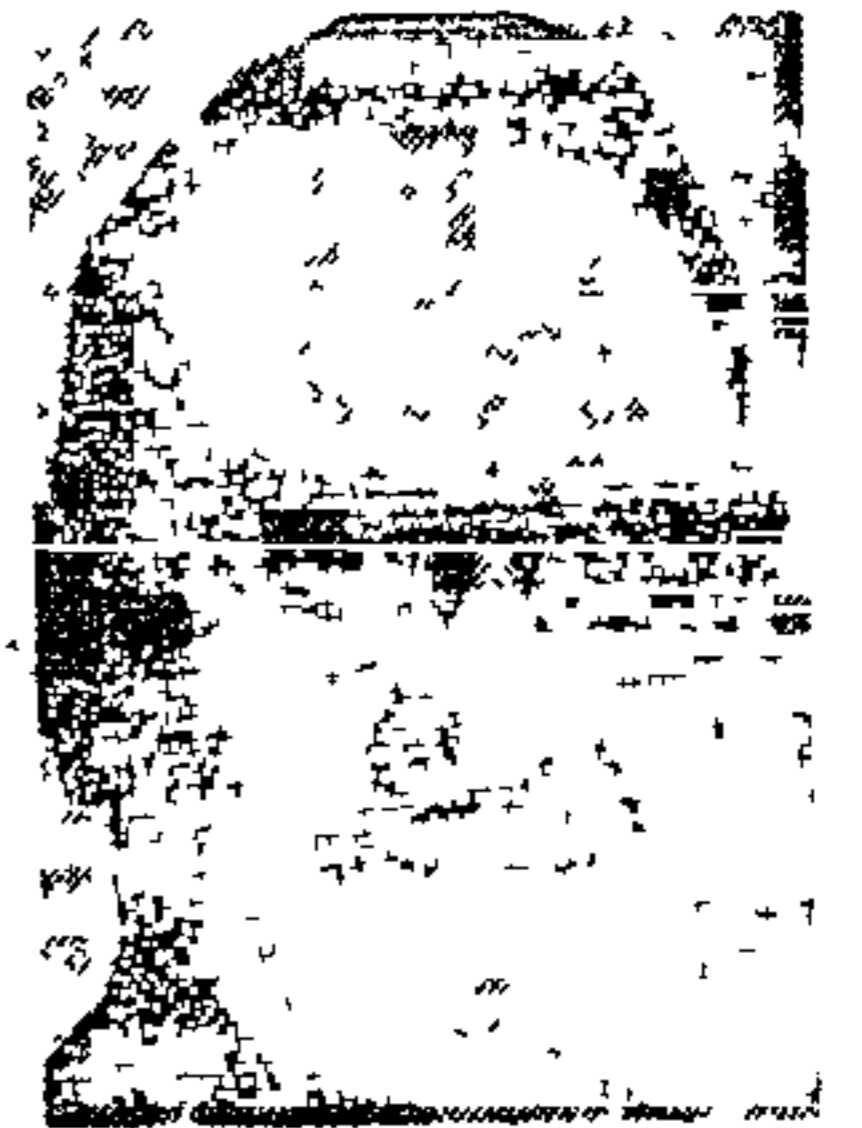
Bluffing

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

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

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

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



MR R V "DICK" SUTTON

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

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

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

Training

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

New labour plan a 'problem solver'

STAR 6/8/75

training to prepare the average worker.

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

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

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

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

Time off

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

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

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

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

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

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

- It does not provide

for outside enforcement of agreements reached by liaison committees.

Blueprint

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

They have proposed that:

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

- Regional co-ordinating committees of Black workers should be formed by representatives of the various liaison committees.

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

employer representatives, thus forming a regional labour council.

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

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

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

operate.

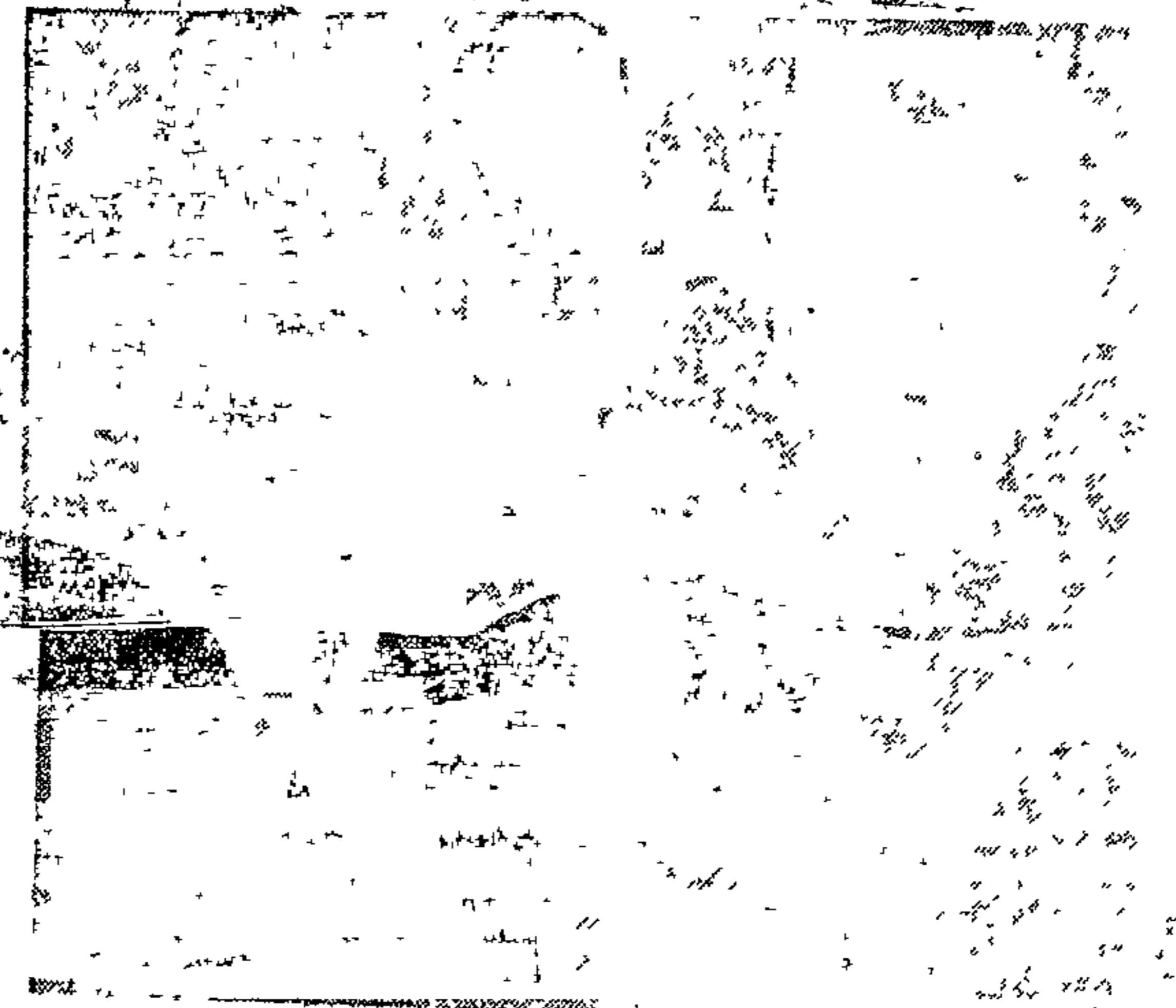
SAB and Tongaat have jointly submitted these proposals — in much greater detail than reflected here — to the Minister of Labour, Mr Marais Viljoen.

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

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

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

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



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

Internal detente: Blacks to meet

Cape Times Correspondent

6/8/75

JOHANNESBURG. — Chief Lucas Mangope of Bophuthatswana is organizing a summit meeting of homeland leaders to carry the process of internal détente a step forward.

Chief Mangope confirmed yesterday that he had already secured agreement in principle to the meeting from homeland leaders and that it was now merely a matter of a final date and venue for the meeting.

The primary purpose of the meeting was to press for finality of some of the issues raised by homeland leaders at their two meetings with the Prime Minister, Mr Vorster, in March 1974 and January 1975.

Union rights

Among the key issues which Chief Mangope plans to raise with homeland leaders are:

- Trade union rights for urban Africans;

- Sharing national revenue between Black and White — and whether or not present allocation corresponded to the amount paid in taxes, direct and indirect, by Black and White citizens to the central Treasury;

- Discriminatory laws in South Africa, and when moves would be made to emulate the situation in South West Africa "where they are actually removing them";

- The humane application of influx laws.

Left open

The question of trade union rights was left open at the Cape Town meeting of homeland leaders with Mr Vorster—in the sense that the Prime Minister agreed to quote the official communique: "to arrange for homeland leaders to meet with the Minister of Labour to discuss the matter again".

The word "again" was added because the trade unionism for Africans had been "fully discussed" in Parliament in 1974.

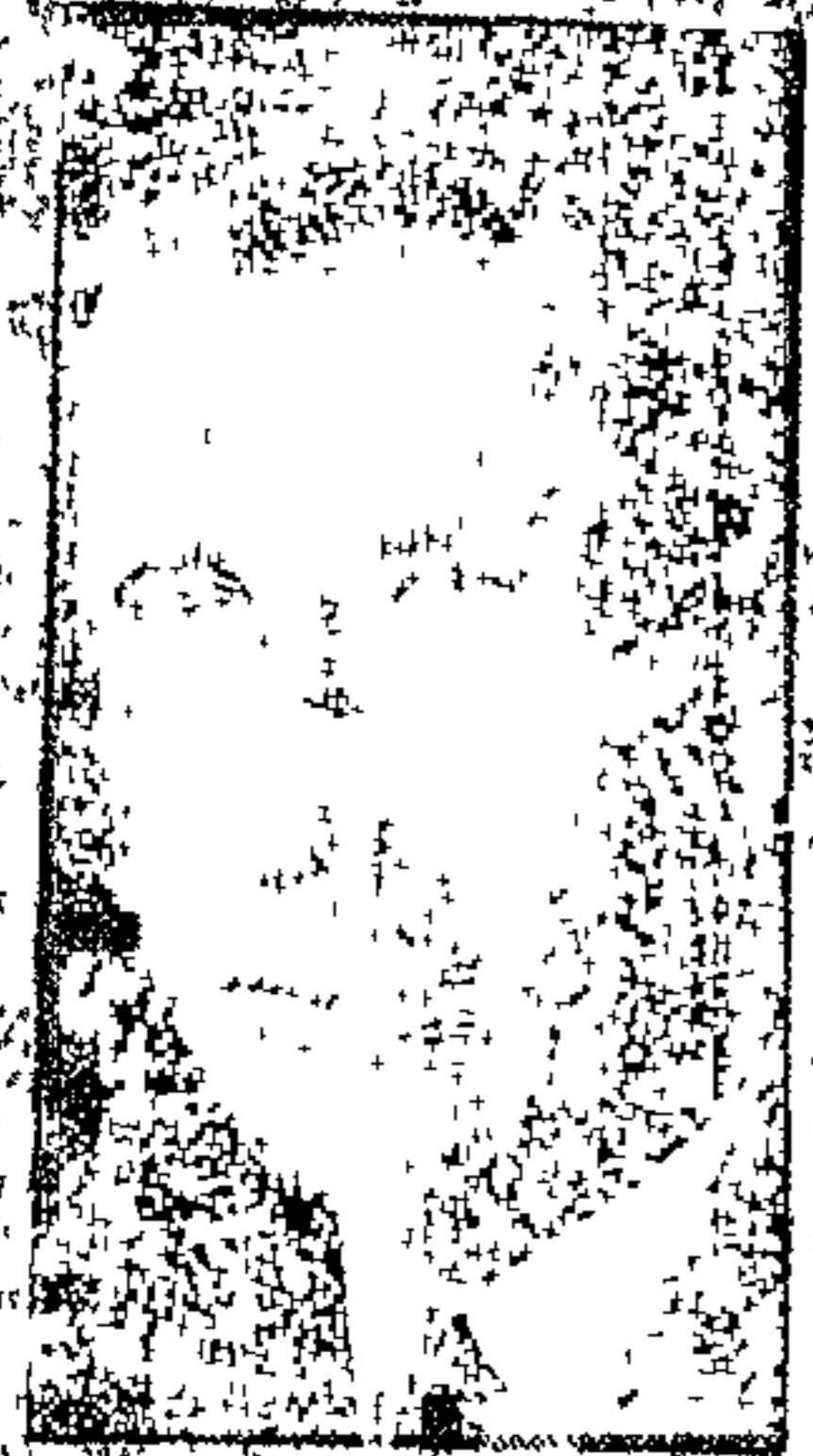
Two experts

At the March talks in Pretoria, the Prime Minister proposed . . . to appoint an expert, to be joined by an expert nominated by the homelands leaders, to investigate the allegation that the Bantu people in general and the homeland governments in particular are not getting a fair share of the services from taxes paid directly and indirectly by the Bantu.

Daily Dispatch
7/8/48
**State switch on
black trade unions?**

JOHANNESBURG. — A major switch in Government policy which will provide for black "in-company" trade unionism had been predicted by the general secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar.

"My information is that company unions will be allowed which will negotiate directly with individual employers," Mr. Grobbelaar said. "The Minister of Labour,



MR GROBBELAAR

Mr. Marais Viljoen, gave a hint of this when he told the South African Institute of Personnel Management conference in Cape Town this week that legislation will be introduced in the next session to give legal force to wage agreements reached through the works and liaison committee system.

Mr. Grobbelaar said that Mr. Viljoen was to "have another bash at trying to make the unworkable work."

"We are to have amendments to amendments for an unacceptable measure."

"This time the minister will seek to provide some form of industry-wide works committees as distinct from the company committee, but they will be flexible enough for company-type unions to come into being."

"These, I am informed, will be allowed to negotiate directly with their employers."

"This is an advance on the present inadequate system but it will still fall far short of adequate black worker representation."

Mr. Grobbelaar said the minister was to be congratulated for echoing previous statements by the Prime Minister, Mr. Vorster, that the Government would not stand in the way of black job advancement which was acceptable to white trade unions.

"The minister should be encouraging the unions to accept black advancement but his announcement that he will not oppose this is at least a step forward," Mr. Grobbelaar said. — DDC.

STAR 8/8/73
It was reported in The Star on August 6 that the Sweet, Food and Allied Workers Union proposes to change its name to that of the Commercial, Catering and Allied Workers Union. The Commercial, Catering and Allied Workers Union is the proposed name for a new Black union expected to be launched. The Sweet, Food and Allied Workers Union will not change its name.

SOUTH AFRICA'S use — and mis- use — of her man- power has always been a key factor in its political de- velopment.

Equally, job reserva-
tion, influx control, the
ban on registered Black
trade unions and migra-
tory labour are politi-
cal issues which have
long hobbled its econ-
omic growth.

Now, one of the coun-
try's most powerful em-
ployer organisations,
the Federal Chamber
of Industries, is consid-
ering a national man-
power development pol-
icy which, if adopted by
the Government and
the private sector, could
not only speed up South
Africa's economic
growth, but provide the
wheels for profound so-
cial change.

Key elements in the
policy are:

① The greater geogra-
phical and occupational
mobility of workers.

② The improvement of
skills in the total labour
force.

③ The phasing-out of
the migrant labour sys-
tem as it exists.

④ The relaxation of
statutory and traditional
job reservation.

⑤ The preparation of
Black workers for more
meaningful involvement
in the collective bar-
gaining process.

⑥ The fixing of mini-
mum wage levels "in
accordance with the basic
necessities of life".

⑦ The extension to the
total labour force of
adequate unemployment,
pension and sick-
ness benefit schemes.

⑧ The abolition of dis-
crimination against
women in the labour
market.

⑨ The co-ordination of
the labour policies and
practices at present ad-
ministered by four Gov-
ernment departments —
Bantu Administration,
Labour, Health and
Mines.

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

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

Blacks at present con-
stitute 55 per cent of

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

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

Now, the director, Dr
H. J. Reynders, has
concluded that this is
merely part of the all-
embracing national de-
velopment policy which
the chamber is consi-
dering submitting to both
Government and the
private sector.

Stable industrial re-
lations were vital to
South Africa's economic
future and prosperity,
he said. It was essen-
tial to plan for the or-
derly development of
future labour policy.

Training

Essential components
should be the planned
development of the eco-
nomy to provide work
opportunities at a rate
which would meet ris-
ing expectations and
raise living standards,
the development of
training and manage-
ment practices to in-
crease productivity, and
the optimum geographic
distribution of wealth.

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

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

One of the key ele-
ments in the recommen-
dations is the rapid im-
provement of Black
skills, including a much
larger Government con-
tribution to pre-employ-
ment training pro-
grammes, basic and
adult education. There
should be an accelera-
ted programme of train-
ing for all race groups,
while more attention
should be given to re-
training to afford work-
ers the opportunity to
change careers, acquire
new skills and return
to work after a break in
service.

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

On the question of
geographical mobility,
the policy does not call
for the "unqualified re-
moval of influx con-
trol", but for the
streamlining of proce-
dures to eliminate fric-
tion and delays. Sug-
gestions here include
the practical applica-
tion of the Bantu Ad-
ministration Board sys-
tem which, in theory,
permits a greater mobili-
ty of Black labour, the
improved working of
labour bureaux and
their physical separa-
tion from offices ad-
ministering influx con-
trol.

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

Clear need

Explaining the policy
on industrial relations,
Dr Reynders says that
it is incumbent on em-
ployers to make full
use of the works and
liaison committee sys-
tem, but that to the ex-
tent that the aspirations

of Black workers
not be met through
system there is a
need for the autho-
rity, in due course,
legal recognition
their aspirations.

This should be
where it is clear
the attitudes and
views of Black wo-
rkers are not inimical
national interest.

"In the light of
growing belief in
sections of South
can industry that
involvement in
trade union mov-
is inevitable, it
incumbent on in-
dustrial and the Govern-
ment ensure that this
place in an ap-
propriate manner." While
future recognition
not be given to
trade unions, un-
necessary obstacles
not be placed in
their path.

Re-entry

On the quest
wages, he said
while these were
determined by
forces of demand
supply, profit
and the ability
employers to pay,
incumbent on in-
dustrial to fix minimum
levels "at least in
accordance with the
necessities of life,
to recognise the
through rising
the standard of
A further re-
vision was that
Government deter-
mine differential cost-
ing index for
different wage ge-
ographic regions to
employers in inter-
regional adjustments.

One of the
mediate effect
policy — if ad-
puts the ball
industry's own
This is that in-
cepts a direct
bility in its own
national interest

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U.P. plan for SA labour

UPI's The Argus Correspondent

DURBAN — South Africa, which was entering its third major industrial revolution, would have to opt for a more extensive social welfare system in future, Dr Gideon Jacobs MP, the United Party's chief spokesman on Labour, said in Durban at the week-end.

Addressing a Young South African Students' Union on the Union Building, he said that the country had to make a choice of diverting its immense economic resources into one of three main avenues. It could either concentrate on consumption, as America does, on the development of an extensive social welfare system (British) or on prestige projects (Russia).

In a warning of the disparity in wealth between the haves and have nots, he said we will have to opt for a more extensive

social welfare system, Dr Jacobs said.

REASONS

Rapid economic growth was essential to South Africa for a number of reasons:

- 1 To sustain a growing population, which was expected to reach 50-million by 2000.
- 2 To meet a growing defence expenditure, presently standing at about R1,000-million, and likely to increase.
- 3 To counter the activities of political agitators. In this sense, South Africa must expand economically or we will explode politically, he said.

GROWTH

South Africa had all the basic ingredients required for rapid, non-inflationary economic growth.

The Achilles' heel in our whole economic system, however, is the inefficiency of high level skills, and unless this situation can be rectified, South Africa will continue to have high rates of inflation which will in turn impede our economic growth.

Outlining his priorities for a new initiative in labour, he said the most important consideration was to implement labour and training policies dictated by the human economic needs of the country and its people, and not by ideological considerations.

He called for trade union rights for Blacks, the removal of statutory discriminatory measures, including job reservation,

See also WAGES

Black may sit on Labour Board says Viljoen

D. Dispatch

3/9/75

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PRETORIA — Legislation would be introduced at the next session of Parliament which would provide for the appointment of a black to the Central Bantu Labour Board, the Minister of Labour, Mr M Viljoen, told the Prime Minister's Economic Advisory Council here yesterday.

This, and other amendments to the regulation of Bantu Labour Relations Act, he said, would ensure that the black man would be able to make a more meaningful contribution in the determination of his service conditions.

From discussions with representatives of industry and the trade unions he had gained the impression that the proposed amendments had in the main been favourably received, the minister said.

On the question of black trade unions, the minister said the policy was that although they were not prohibited, the government would not recognise black

trade unions because it was convinced that the system instituted by the 1973 legislation after the labour unrest, was operating in the best interests of black workers.

"It is noticeable how the black workers themselves have accepted the committee system as being in their best interests," he said.

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union. Only 31 workers out of 1060 or three per cent voted in favour of a trade union.

"This example proves to a large degree that the clamour for black trade unions does not originate from the black worker himself."

The advantage of the liaison committees, consisting of an equal number of workers and employers, was that these committees brought employers and their black workers into direct contact with one another.

The system eliminated misunderstandings flowing from lack of proper communication and a lack of appreciation of one another's problems.

These liaison committees have been an immediate success. Barely a year after the amendment to the Act by which the system was instituted, the University of the Orange Free State conducted a survey covering 326 leading employers who had established liaison committees.

The most important shortcomings in the Act on which the Department of Labour had been able to lay finger as a result of close examination over the past two years were that the agreements between employers and black workers did not enjoy the force of law, that there was no provision in the Act whereby employers and black workers in particular industrial areas could reach an agreement that would be applicable to all other workers and, that the black man's voice was not always heard clearly enough in the course of negotiation of service conditions.

To overcome these problems, he was contemplating the introduction of legislation next session of Parliament which would give the black worker a more meaningful say in the negotiation of his service conditions.

The proposed legislation would also remedy the other shortcomings that had come to light. In the industrial areas where work and liaison committees could prove that they were representative of black workers, he was contemplating the establishment of industrial commit-

tees which would be able with authority to speak on behalf of the industry concerned.

Subject to the approval of the Central Bantu Labour Board he would give his approval for such a committee.

The proposed industrial committees would consist of black representatives chosen from works and liaison committees. It was essential that members of industrial committees be elected by the black themselves because experience had shown that the black man had no confidence in people nominated by others to take care of their interests.

Agreements reached between industrial committees and employers would be submitted to him through the Central Labour Board for approval and promulgation in the Government Gazette.

The effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area so as to ensure that employers who were prepared to make sacrifices to improve the lot of their black workers would not be detrimentally affected by unfair competition on the part of unscrupulous competitors.

Employers who were signatories to such agreements would, however, be required to prove that they were representative of employers of the area before such agreements were made applicable to their competitors.

The Department of Labour would be responsible for the effective application of such agreements. In cases where industrial committees and employers were unable to reach agreement the matter would, in terms of existing legislation, be referred to the wage board for arbitration. — SAPA

The Star

Wednesday September 3 1975

Blacks must speak for Blacks

THE Minister of Labour's latest announcement on proposed improvements to the industrial relations machinery affecting Black workers is to be welcomed. But why appoint only one Black to the Central Bantu Labour Board?

Examine the case: the announcement is at least further evidence that the Government has accepted the vital importance of improved channels of communication between White employers and their millions of Black workers. It has accepted that the Blacks themselves must play a decisive role in negotiating wage and working conditions.

Mr Viljoen told the Prime Minister's Economic Advisory Council that the Bantu Labour Relations Regulation Act would be amended next year to provide for a Black representative on the Central Bantu Labour Board (an organisation with a key advisory role to play in the Black industrial conciliation machine) and for the creation of workers committees which would be able to speak for all the Black workers in a particular industry —

whether that industry is organised into an industrial council or not. And, once an agreement is reached between the Black workers' representatives and the employers, the Minister will have the power to enforce that agreement on all employers in the industry or sector involved.

This will make the Government's industrial conciliation machine for Blacks more effective, although not as effective as it would have been had the Government allowed recognised Black trade unions on the same basis as those representing White, Brown and Indian workers.

Why not make a majority, if not all of the board's members, Black? After all one of their major functions is to advise the Minister on matters affecting the interests of Black workers—and who knows Black workers' interests better than Blacks?

Should the Minister do this, he will make his own system much more effective than it already is and he will give Black workers much greater confidence in the men who are charged with representing their interests

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Viljoen has ^{RDM} ^{3/9/75} new wage plan

By CLIVE EMDON
Labour Correspondent

THE Minister of Labour, Mr Marais Viljoen, yesterday told the Prime Minister's Economic Advisory Council that he was thinking of establishing elected industrial committees of Black workers to negotiate wage agreements for each industry.

He came out strongly against recognising African trade unions and said industrial committees would consist of workers chosen from works and liaison committees in various industries.

Agreements reached by these committees and employers would be submitted to him through the Central Bantu Labour Board for approval and promulgation in the Government Gazette.

He said the effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area.

This would be done "so as to ensure that employers who are prepared to make sacrifices to improve the lot of their Black

workers won't be detrimentally affected by unfair competition on the part of unscrupulous competitors."

Employers who were signatories to such agreements would, however, be required to prove they were representatives of employers in the area, before the agreements were made applicable to their competitors.

The Department of Labour would be responsible for applying these agreements, the Minister said.

In cases where industrial committees and employers were unable to reach agreement, the matter would, in terms of existing legislation, be referred to the Wage Board for arbitration.

The Minister also said that legislation would be introduced at the next session of Parliament which, among other things, would provide for the appointment of a Black man to the Central Labour Board. This would ensure, he said, that the Black man would be able to make a more meaningful contribution to determining his service conditions.

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Viljoen's formula

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

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

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

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

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

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

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

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

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

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

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

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

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

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Black union denial

Labour Reporter

A labour leader made it clear today that employees of Metal Box in Durban have not rejected trade union rights in favour of a liaison committee.

Mr Arthur Grobbelaar, general secretary of TUCSA, was commenting on a statement by the Minister of Labour, Mr Viljoen.

Addressing the Prime Minister's Economic Advisory Council last week, Mr Viljoen said it was noticeable how Black workers had accepted the "committee system" as being in their best interest.

BALLOT

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union," the Minister said.

"You may be surprised that only 31 workers out of 1060 voted in favour of a union."

Mr Grobbelaar said there was little doubt that Mr Viljoen referred to a referendum conducted at Metal Box in Durban recently.

"Because of conflicting interests, workers rejected membership of a specific union," Mr Grobbelaar said. "What they did not realise was that the result of the ballot would be misinterpreted as a vote against trade unionism."

NO COMMENT

"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse."

Mr Flemming Heilmann, managing director of Metal Box, said he could not comment on conclusions that might have been drawn by Mr Viljoen.

"What the workers



rejected was a proposal for a union totally representative of all workers, regardless of race," he said.

In May, leaders of the Black Metal and Allied Workers' Union and of the Coloured and Indian SA Tin Workers' Union called on their members to vote against a proposal to join the SA Boilermakers' Society.

The Boilermakers' Society had become involved in a plan to establish a nonracial union organisation in Metal Box factories throughout South Africa.

The ballot was held only in Durban. Mr Heilmann said no further referenda or other initiatives were planned.

Major plan for Black workers

ARGUS 18/9/75

The Argus Correspondent
PRETORIA. — The
Minister of Labour,
Mr M. Viljoen, today
announced Govern-
ment plans for Black
'industrial committees'
which will have direct
bargaining powers with
employers.

The Minister's disclo-
sures today are a major
development in the
Government's policy to-
wards collective bargain-
ing rights for Black
workers. His speech to-
day spelt out the new
machinery envisaged, ex-
panding considerably on
the hint of new legislation
he gave in July.

Though Mr Viljoen was
at pains to say the
Government's refusal to
recognise Black trade un-
ions remained in force, it
is clear that the 'Industrial
committees' will give a vir-
tually equivalent industry-
wide bargaining instru-
ment to Black workers.



Mr M. Viljoen

Mr Viljoen made his an-
nouncement while opening
the congress of the co-
ordinating Council of South
African Trade Unions in
Pretoria.

He disclosed:

● Legislation would be
introduced in the next

parliamentary session with
a view to establishing in-
dustrial committees which
can speak with authority
for the particular indus-
tries for which they are
set up.

● Such committees could
be established in indus-
tries and areas where
works and liaison commit-
tees represented Black
workers.

● The central Bantu
Labour Board would be
informed when the Minis-
ter had given approval to
the establishment of such
a committee.

● The industrial commit-
tees would consist of Black
representatives from the
ranks of the works and
liaison committees.

● In the case of unorgan-
ised industry, the indus-
trial committees (in
consultation with the Cen-
tral Bantu Labour Board)
could negotiate directly
with employers and con-
clude agreements with
them.

● The agreements would
be laid before the Minister
via the Central Bantu
Labour Board and Minis-
terial approval of them —
followed by publication in
the Government Gazette
— would give them the
necessary force of law.

● The agreements would
be made binding on all
other employers and
workers in the particular
industry and area to en-
sure that employers party
to the agreements were
not harmed by unreason-
able competition.

● The Department of
Labour would be respon-
sible for the application of
such agreements.

In the case of industries
where industrial councils
existed, industrial commit-
tees could be set up just
as in the case of unorgan-
ised industry, but no nego-
tiations outside the in-
dustrial council could take
place because the council
was the only body with
legal powers to conclude
agreements in its sphere
of jurisdiction.

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Blacks to get more pay power

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Pay power for Blacks

From Page 1

would be made binding on all other employers and workers in the particular industry and area to ensure employers party to the agreements were not harmed by unreasonable competition

● In the case of industries where industrial councils existed, industrial committees could be set up just as in the case of unorganised industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.

But the legislation would lay down that Black representatives chosen by the industrial committee itself could draw up proposals on service conditions for Black workers and submit them to the industrial council for consideration

Explaining the shortcomings of the existing system, the Minister said agreements concluded between employers and Black workers did not have the force of law. There was also no provision for employers and Black workers in a particular industry and area to conclude an agreement binding on all employers and workers.

John Patten,
Political Correspondent

The Minister of Labour, Mr Viljoen, today announced dramatic Government plans to establish Black "industrial committees" which will have direct bargaining powers with employers.

The Minister's disclosures represent a major development in the Government's policy towards collective bargaining rights for Black workers.

He spelt out in detail the machinery envisaged expanding considerably on the hint of new legislation he gave during July

Although Mr Viljoen was at pains to say the Government's refusal to recognise Black trade unions remained in force, it is clear the "industrial committees" will give a virtually equivalent industry-wide bargaining instrument to Black workers

Mr Viljoen made his announcement while officially opening the biennial congress of the coordinating council of South African Trade Unions in Pretoria. He disclosed

Authority

● Legislation would be

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parliamentary session to establish industrial committees "which can speak with authority for the particular industries for which they are set up"

- Such committees could be established in industries and areas where works and liaison committees represented Black workers
- The Central Bantu Labour Board would be informed when the Minister had given approval to the establishment of such a committee.
- The industrial committees would consist of Black representatives from works and liaison committees
- In the case of unorganised industry, the industrial committees — in consultation with the Central Bantu Labour Board — could negotiate directly with employers and conclude agreements with them.
- The agreements would be laid before the Minister by the Central Bantu Labour Board for approval
- The agreements

To Page 3, Col 3

TOESPRAAK DEUR SY EDELE MARAIS VILJOEN, L.V., MINISTER
VAN ARBEID, BY GELEENTHEID VAN DIE AMPTELIKE OPENING
VAN DIE KOÖRDINERENDE RAAD VAN SUID-AFRIKAANSE
VAKVERENIGINGS SE TWEEJAARLIKSE KONGRES OM 09H00 OP
DONDERDAG, 18 SEPTEMBER 1975 TE FONTEINE-KIOSK, PRETORIA.

Allereers 'n hartlike woord van dank vir die
uitnodiging aan my om vanoggend saam met u te verkeer.

Dit is nou die derde maal wat die eer my te beurt
val om u Kongres te open en die vertrouwe wat u in my stel,
waardeer ek baie.

Ek is verheug om te weet - en te sien - dat
organisasies wat die belange van ons land se werkers op
die hart dra gereeld vergader, hulle kragte saamsnoer en
op 'n geordende wyse beraadslaag om sake van onderlinge
belang uit te pluus.

Vanjaar se Kongres vind plaas op 'n tydstip dat
woelinge en spanninge op haas elke terrein aan die orde
van die dag is. In die buiteland duur wantroue en
onenigheid tussen wêreldleiers en magsblokke onverpoosd
voort. Oorkant ons landsgrense is daar toenemende onrus,
en onsekerheid oor die toekoms van sommige van ons
buurstate.

Binnelands is daar die probleme van steeds
stygende pryse, inflasie en vraagstukke wat daaruit
voortspruit.

Op die arbeidsfront is daar ook knelpunte waarmee
u as verteenwoordigers van georganiseerde arbeid vertrou
is en waaroor u sekerlik by hierdie Kongres ernstig sal besin.

Wanneer ons besin oor ons arbeidskwessies is dit
van deurslaggewende belang dat ons in gedagte sal hou dat
ons in Suid-Afrika te doen het met verskillende rasse in
verskillende stadia van ontwikkeling - met uiteenlopende
ideale, strewes en lewenswyses - en dat al hierdie mense in
een ekonomie saamgesnoer is en geroepe is om saam 'n sukses
daarvan te maak.

En laastens, maar nie die minste nie, sal hy daarteen moet waak om hom nie deur politieke agitators op sleeptou te laat neem en daardeur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik oor die masjinerie wat hom in staat stel om met sy werkgewer in verband met diensvoorwaardes en ander arbeidsaangeleenthede te onderhandel en daar is geen rede waarom hy vir die geringste bakatel moet staak nie.

Die betrokke wetgewing is in 1973 aansienlik opgeknap en verbeter en die sukses wat sedertdien daarmee behaal is, is beslis bemoedigend. Daar is nogtans enkele tekortkominge wat uit die weg geruim sal moet word om die wetgewing ten volle in sy doel te laat slaag.

Die belangrikste tekortkominge, volgens volgehoue waarneming oor die laaste twee jaar, is eerstens dat ooreenkomste wat kragtens die Wet tussen werkgewers en hul Swart werkers aangegaan is, geen wetskrag geniet nie;

tweedens, dat daar geen voorsiening bestaan waarkragtens werkgewers en Swart werkers in 'n bepaalde nywerheid en gebied 'n ooreenkoms kan aangaan wat vir alle werkgewers en werkers in daardie nywerheid en gebied bindend is nie;

en derdens dat die Swart man se stem nie altyd duidelik genoeg gehoor word by onderhandelinge oor diensvoorwaardes wat hom raak nie.

Ten einde hierdie leemtes uit die weg te ruim, beoog ek om by die eerskomende Parlementsitting wetgewing in te dien wat daartoe sal bydra om die Swart man 'n groter en sinvoller aandeel in die bepaling van sy eie diensvoorwaardes te verseker.

Ek het in gedagte die daarstelling van nywerheidskomitees wat met gesag oor die besondere nywerhede waarvoor hulle ingestel is, sal kan praat.

Sodanige komitees sal tot stand kan kom in nywerhede en gebiede waarin die werke- en skakelkomitees verteenwoordigend van die swart werkers is.

Die feit dat die komitees voldoende verteenwoordigend van Swart werkers sal moet wees, is geen vreemde beginsel nie want elke vakvereniging of werkgewersorganisasie moet tans ingevolge ons nywerheidswetgewing bewys lewer dat hy verteenwoordigend is alvorens hy met reg namens al die werknemers of werkgewers kan optree. Dit is dus nie minder as reg nie dat dieselfde vereistes ook vir die nywerheidskomitees moet geld.

Die Sentrale Bantoe-arbeidsraad sal geken word aler ek my goedkeuring aan die stigting van so 'n komitee heg.

Die nywerheidskomitees sal bestaan uit Swart verteenwoordigers wat uit die geledere van werke- en skakelkomitees gekies is.

Vir sover dit die ongeorganiseerde nywerheid betref, sal die nywerheidskomitee, in oorleg met die Sentrale Bantoe-arbeidsraad, direk met werkgewers kan onderhandel en ooreenkomste kan aangaan. Die ooreenkomste sal via die Sentrale Bantoe-arbeidsraad aan my voorgelê word en goedkeuring daarvan, gevolg deur publikasie in die Staatskoerant, sal aan hulle die nodige wetskrag verleen.

Die ooreenkomste sal ook vir alle ander werkgewers en werknemers in die besondere nywerheid en gebied bindend verklaar kan word ten einde te verseker dat werkgewers wat partye daartoe is, nie benadeel word deur onbillike mededinging van die kant van hul konkurrente nie.

Die werkgewers wat die ooreenkoms aangegaan het, sal egter eers bewys moet lewer dat hulle verteenwoordigend van al die betrokke werkgewers is alvorens ooreenkomste aldus uitgebrei kan word.

My Departement sal verantwoordelik wees vir die toepassing van sulke ooreenkomste.

'n Belangrike aspek van die beoogde wysigingswetgewing is dié wat van toepassing sal wees op nywerhede waarvoor nywerheidsrade bestaan.

Nywerheidskomitees sal tot stand kan kom net soos in die geval van die ongeorganiseerde nywerheid, maar daar sal geen onderhandelinge buite die nywerheidsraad kan wees nie aangesien die raad die enigste liggaam is wat regsbevoeg is om ooreenkomste binne sy gesagsfeer aan te gaan.

Die wetgewing sal derhalwe bepaal dat Swart verteenwoordigers wat deur die nywerheidskomitee self gekies is, in oorleg met die Sentrale Bantoe-arbeidsraad of Bantoe-arbeidsamptenare en streekskomitees vir Bantoe-arbeid, hul voorstelle rakende diensvoorwaardes vir Swart werkers sal formuleer en dit ter oorweging aan die nywerheidsraad sal voorlê.

Die Sentrale Bantoe-arbeidsraad sal direk betrek word by onderhandelinge in nywerhede waarvoor nywerheidsrade op 'n landswye grondslag geregistreer is, terwyl Bantoe-arbeidsamptenare, in opdrag van die Sentrale Bantoe-arbeidsraad, sal optree waar 'n nywerheidsraad vir kleiner streke geregistreer is.

Sodoende kan die voorstelle van die nywerheidskomitee in 'n nywerheidsraadooreenkoms beliggaam word wat die bestaande leemte in verband met wetskrag uit die weg sal ruim.

Ek glo dat met hierdie uitbouing van die Werken Skakelkomiteestelsel ons vir die swart werkers 'n stelsel bied wat vir hulle in alle opsigte bevredigend sal wees.

Terselfdertyd wil ek beklemtoon dat die Regering se beleid in verband met die erkenning van Swart vakbonde onveranderd bly .

Ofskoon die bestaan van Swart vakbonde nie verbied word nie, sal hulle ook nie erken word nie omdat ons glo dat die belange van Swart werkers ten beste deur die bepalinge van die Wet op die Reëling van Bantoe-arbeidsverhoudinge gedien kan word.

Om nou terug te keer tot die sleutelrol van die Blanke werker, wil ek graag net by herhaling stel dat die Regering die beskerming van die Blanke werker steeds as van die aller grootste belang beskou.

Die hercepsvordering van alle Swart werkers sal nie ontehoersd en sonder inagneming van die posisie van die Blanke werker kan geskied nie.

Daarom dat dit die Regering se beleid is om die gebruik van Swart werkers op aspekte van werkeride werk slegs in samewerking met die Blanke werkers en hui vakbonde te laat geskied.

Die Regering is ook oortuig dat die gelykheidsvrede kan wees as die Blanke se werksituasie in gevaar gestel word nie en dat goete arbeidsverhoudinge in sulke omstandighede kan ontwikkel word.

En omdat werkservet as 'n noodsaaklike middel bly om arbeidsverhoudinge gesond te hou sal dit behoue bly.

Vir die handhawing van arbeidvrede bly werksreservering onmisbaar want sonder arbeidvrede kan daar nie onbelemmerde ekonomiese ontwikkeling wees nie.

Ons kan dus nie toelaat dat die goete betrekkinge tussen werkgewers en werknemers verwoes word, en waarop ons trots is.

van genoemde eiendom, of indien u nie sodanige titelbewys besit of beskikking daaroor het nie, van skriftelike besonderhede van die naam/name en adres(se) van die persoon/persone wat dit besit of beskikking daaroor het

My adres vir die doeleindes van hierdie onteining is Posbus 2648, Pretoria 0001, of Somersetgebou, Vermeulenstraat 178, Pretoria 0002

Geteken in Pretoria op 15 Augustus 1975

H L SMIT, Direkteur, Departement van Pos- en Telekommunikasiewese

Getuies

1 P. G. Booyesen

2 J. S. Strydom

(19 September 1975)

KENNISGEWING 620 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Francois Sebastiaan Pierre de Villiers, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Amalgamated Engineering Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, pa die Departement van Arbeid, Laboragebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Amalgamated Engineering Union of South Africa

Datum waarop aansoek ingedien is—22 Julie 1975

Belange ten opsigte waarvan aansoek gedoen word—Blankes in diens in die Suikervervaardigings-en-raffineer-nywerheid, d.w.s. die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker in bedryfsinrigtings wat geregistreer is of moet word kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941

Gebied ten opsigte waarvan aansoek gedoen word—Die lahdrosdistrik Barberton

Posadres van aplikant—Posbus 1168, Johannesburg, 2000

Kantooradres van aplikant—Devilliersstraat 8, Johannesburg

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

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

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

F S P DE VILLIERS, Nywerheidsregistrator

(19 September 1975)

deed of the property or, if such title deed is not in your possession or under your control, with written particulars of the name(s) and address(es) of the person(s) in whose possession or under whose control it is

My address for the purpose of this expropriation is P O Box 2648, Pretoria 0001, or Somerset House, 178 Vermeulen Street, Pretoria 0002.

Signed at Pretoria on 15 August, 1975.

H L SMIT, Director, Department of Posts and Telecommunications

Witnesses

1 P. G. Booyesen

2 J. S. Strydom

(19 September 1975)

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NOTICE 620 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Francois Sebastiaan Pierre de Villiers, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Amalgamated Engineering Union of South Africa.

Particulars of the application are reflected in the subjoined table.

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

TABLE

Name of trade union—Amalgamated Engineering Union of South Africa

Date on which application was lodged.—22 July 1975.

Interests in respect of which application is made.—White persons employed in the Sugar Manufacturing and Refining Industry, which means the Industry in which employers and employees are associated for the manufacture and/or refining of sugar in establishments which are or have to be registered under the Factories, Machinery and Building Work Act, 1941

Area in respect of which application is made.—The Magisterial District of Barberton

Postal address of applicant.—P.O. Box 1168, Johannesburg, 2000

Office address of applicant—8 De Villiers Street, Johannesburg

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

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

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

F S P DE VILLIERS, Industrial Registrar.

(19 September 1975)

New SA Black labour policy lauded

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THE first vice president of the multiracial Trade Union Council of South Africa, Mr E. van Tonder, has welcomed the Government's new Black labour policy but voiced several reservations.

'One cannot but see the new labour policy as a distinct recognition of the Black man's rights to negotiate his own conditions of service,' he said at the opening of TUCSA's 21st annual conference here today.

'Because the system does constitute an improvement, we believe the Black workers should cooperate.'

Mr van Tonder was commenting on proposed legislation designed to provide negotiating machinery for Blacks at company and industrial level with means of making agreements binding.

TUCSA maintained there could be no substitute for full democratic trade unionism, he said.

MISGIVINGS

While conceding that works committees could, under our peculiar circumstances, serve a useful purpose, the council continues to have its misgivings about the system as an alternative to trade unions.

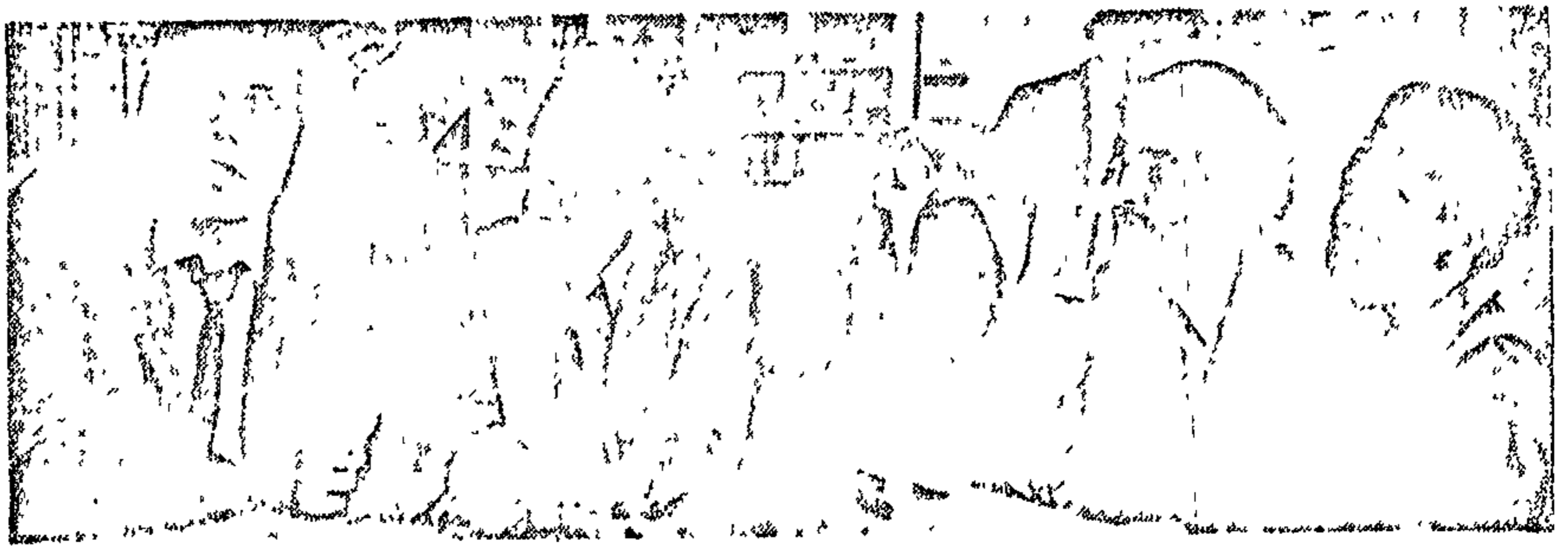
Mr van Tonder posed the following questions:

- Why had organised labour not even been invited to observe the proceedings which led to employer recommendations on labour relations machinery?
- Would Black workers be expected to pay for the administration of a system that was not of their own choice?
- Would the new system interfere with the existing industrial council system?
- How would the representativeness of the proposed Black industrial committees be tested to comply with the standards laid down for trade un-

● Why were employers 'over-keen' to give the new system their blessing? Had they dropped their traditional hardline attitude towards workers?

On the question of inflation, Mr van Tonder said South Africa could not hold back decisive action until inflation exceeded 20 percent.

Blacks wait outside Tucsa meeting



Barred from entering the Union Centre Hall for the opening of the five-day conference of the Trade Union Council of South Africa (Tucsa) yesterday, these five representatives of Black trade unions in Natal waited throughout the day in a nearby cafe. They claimed that the multi-racial Tucsa had refused to accept their credentials.

WHILE the multi-racial Trade Union Council of South Africa (Tucsa) celebrated its 21st birthday at the opening of its five-day annual conference in the Union Centre at Salt River yesterday, five Black trade union delegates were refused permission to enter as observers.

The five waited throughout the day in a nearby cafe for recognition by the council's credentials committee but were given no clear reason for the refusal.

They were Junerose Nala, acting secretary of the National Union of Textile Workers, Omar Radcha, secretary of the Chemical Workers' Industrial Union; Irene Dlamini, acting secretary of the Transport and General Workers Union; Alpheus Mthethwa, Metal and Allied Workers, and John Copelyn, Furniture and Timber Workers' Union.

The group said they represented about 38 000 workers in Natal.

IN DOUBT

"We were not given any clear reason as to why we were refused admission but it seems as if our credentials as representatives of our respective unions are in doubt," Mr Copelyn told the Cape Times.

He said that each union headquarters had been informed and that some further means of identification would be forwarded.

"Our presence here is not simply a matter of gaining observer status. Much bigger things are at stake, such as membership of Tucsa should our reports warrant it," he added.

Mr Arthur Grobbelaar, general secretary of Tucsa, declined to comment.

Tucsa wary of Govt labour plan

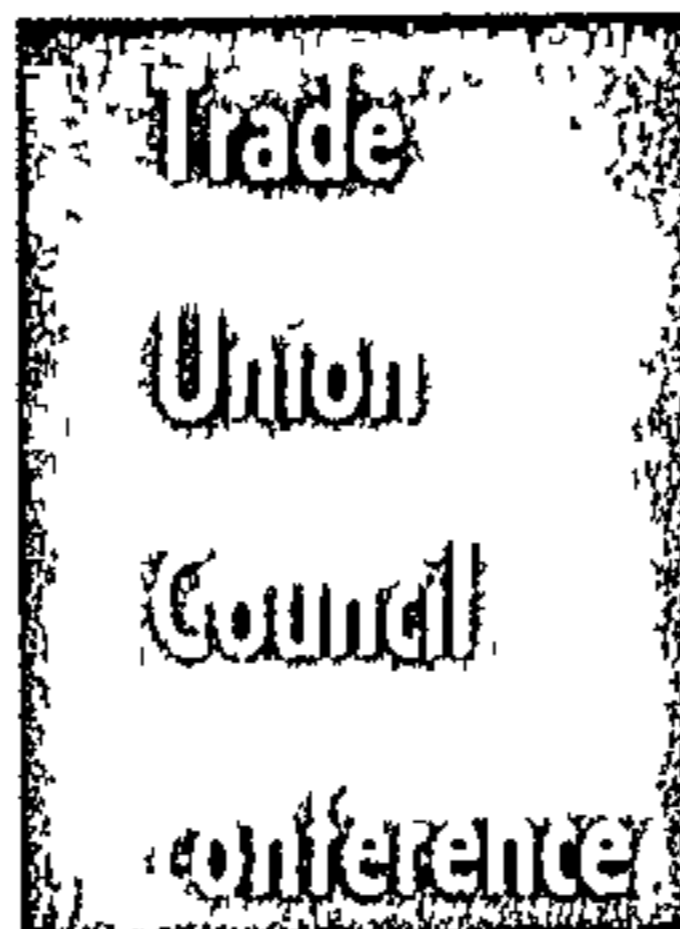
MR E VAN TONDER, vice-president of the Trade Union Council of South Africa (Tucsa) said yesterday that the Government's new Black labour policy was a recognition of the Black man's right to negotiate his own conditions of service.

Speaking at the 21st annual conference of Tucsa, held in the Union Centre, Salt River, Mr Van Tonder said that he welcomed this new policy, and because the system was an improvement Blacks should co-operate.

"The Council nonetheless has its misgivings about the system as an alternative to trade unions. Industrial committees will formulate proposals on wages and working conditions in consultation with employers and agreement will be enforced by law."

Organized labour had not been invited — even at the observer level — to discussions between Government and employers on labour relations machinery, he added.

This gave rise to several questions:



● Would Black workers be required to pay for a system not of their own choice, or would employers or taxpayers foot the bill?

● To what extent would the proposed scheme interfere with the present industrial council system?

● Employer's organizations seemed over-keen to give these proposed settlements their blessing — was this because they had had a change of heart and had dropped their traditional hardline attitude to the worker?

● Trade unions had to prove that they represented their members in order to gain registration; was this principle to be dropped and if so how would representation be tested in the new set-up?

"We do not have sufficient information to comment on the proposed labour set-up (but) there can be no substitute for full democratic trade unionism, and the Council will continue to work towards this goal," said Mr Van Tonder.



Mr Tyers

Mayor hits at job reservation

THE MAYOR of Cape Town, Mr John Tyers, said yesterday that he had never believed in job reservation and that everyone — regardless of race or sex — should be paid the rate for the job.

Mr Tyers was speaking at the opening of the five-day conference of the multi-racial Trade Union Council of South Africa, held in Salt River.

"I am no communist but I firmly believe that everyone should be paid the rate for the job — irrespective of whether they are male or female or of a different race. If a man or woman is able to do the job they should be allowed to do the job, and be paid the rate for it," Mr Tyers said.

"I have never believed in job reservation. Maybe what I say may not be popular but I must be frank."

"If I am worthy and have qualified myself for a position then for goodness sake whether I am male or female — Black or White, let me be remunerated accordingly."

Unions in Transkei 'are inevitable'

TRADE UNIONS would be established of trade in the Republic and had organizations such as the

Apartheid Cape Times 25/9/75 a matter of economics

ALL forms of discrimina-
tion were basically a mat-
ter of economics. Lucas
members were told yester-
day.

It is all based on profit.
Mr. Frazer, representing
liquor, breweries, catering
and jewellers unions, told
delegates.

Apartheid will end in
South Africa when it is no
longer profitable. Note
how the forms change ac-
cording to the areas of
greatest economic com-
petition - in the Cape it
is the Coloureds, in Natal
the Indians and in the
Transvaal it is the Afri-
can.

"The economic bases of
discrimination are clear.
And these can only be
eliminated when we have
a strong trade union
movement." Mr. Frazer
said.

Indien die nuwe werkgever na die mening van die Komitee 'n hersamestelling van die ou werkgever is, word die saldo van die lening ten volle aan die nuwe werkgever oorgedra en deur die nuwe werkgever ooreenkomstig die bepalings van hierdie reël gehou."

(26 September 1975)

KENNISGEWING 652 VAN 1975

WET OP NYWERHFIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Suid-Afrikaanse Voetplaatpersoneelvereniging. 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 Arbeid, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Suid-Afrikaanse Voetplaatpersoneelvereniging

Datum waarop aansoek ingedien is—19 Junie 1975

Belange ten opsigte waarvan aansoek gedoen word—Blankes in diens van die Suid-Afrikaanse Spoorwee- en Hawensadministrasie as inspekteurs (beweegkrag), inspekteurs (toetse en spesiale pligte) lokomotiefinspekteurs, lokomotiefinspekteurs (bedryfsveiligheid), lokomotiefinspekteurs (elektries), loodsvoormanne, senior lokomotiefinspekteurs en senior loodsvoormanne en wat onder groep B van die Administrasie se vervoeronderneming (goedere en passasiers) ressorteer.

Gebied ten opsigte waarvan aansoek gedoen word—Republiek van Suid-Afrika

Posadres van applikant—Posbus 31100, Braamfontein, 2017.

Kantooradres van applikant—Simmondsstraat 105, Braamfontein

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

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

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

J. N. HITCHCOCK, Nywerheidsregistrateur

(26 September 1975)

If in the opinion of the Committee the new employer is a reconstruction of the old employer the balance of the loan shall be transferred to the new employer in full and be held by the new employer in terms of this rule.

(26 September 1975)

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NOTICE 652 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Suid-Afrikaanse Voetplaatpersoneelvereniging. 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 Labour, Laboria Building, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union—Suid-Afrikaanse Voetplaatpersoneelvereniging.

Date on which application was lodged—19 June 1975

Interests in respect of which application is made—White persons in the employ of the South African Railway and Harbours Administration as inspectors (motive power), inspectors (tests and special duties), locomotive inspectors, locomotive inspectors (safety), locomotive inspectors (electric), running shed foremen, senior locomotive inspectors and senior running shed foremen, and who fall under Group B of the Administration's transport undertaking (goods and passengers).

Area in respect of which application is made—Republic of South Africa.

Postal address of applicant—P.O. Box 31100, Braamfontein 2017.

Office address of applicant—105 Simmonds Street, Braamfontein.

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

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

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

J. N. HITCHCOCK, Industrial Registrar.

(26 September 1975)

GG 4855

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBLSTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Electrical Workers' Association

Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeide 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 Arbeid, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — South African Electrical Workers' Association

Datum waarop aansoek ingedien is — 23 Julie 1975

Belange en gebied ten opsigte waarvan aansoek gedoen word — Blankes in diens in die Nywerheid gemoeid met die vervaardiging en/of montering en/of installeering en/of onderhoud en/of herstel van televisie-ontvangstoestelle en/of die vervaardiging van televisiekomponente, in die Republiek van Suid-Afrika.

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INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Electrical Workers' Association

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 Labour, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union — South African Electrical Workers' Association

Date on which application was lodged — 23 July 1975.

Interests and area in respect of which application is made — White persons employed in the Industry concerned with the manufacture and/or assembly and/or installation and/or maintenance and/or repair of television receivers and/or the manufacture of television components, in the Republic of South Africa

Shared

① 62A ② 134 ③ 135 ④ 138

power

RDM 30/9/75

needed

in the

unions

CLIVE EMDON

THE ADMISSION of African unions on equal terms to the predominantly White, Coloured and Indian labour movement, and the recognition of African trade unions by the State is the key to future industrial relations.

This came across clearly during the week-long Trade Union Council conference in Cape Town.

Although a handful of African delegates and observers were present, none was articulate and certainly there was no platform for the needs and aspirations of the majority of South African workers — the Africans.

The Stellenbosch sociologist Professor S. P. Cilliers put his finger on the problem.

He said that because workers of all races participated in an integrated economy, they must share power. They must have equal bargaining power in the decision-making processes.

What was needed was a total reassessment by the unions and the State, he said.

Gone were the days in which labour trade unions could afford to be "unionist" and "separatist".

Union delegates at the Tucsa conference took up the line the Government used at the United Nations — that it seeks an end of discriminatory practices.

The 60 unions pledged support for the Tucsa campaign to promote equal job opportunities. But observers from unregistered African unions were sceptical and suspicious of so much talk.

They want equal acceptance in the trade union movement, something which they don't believe Tucsa will afford them.

The ill-considered move by the Tucsa hierarchy not to accept the credentials of five unregistered African unions as observers, did not

(1) FAMILY ANNOUNCEMENTS

Index

CLASSIFICATION

Editorial

VILJOEN DEEPENS THE BIG DIVIDE

The proposed amendments to the Bantu Labour Relations Regulation Amendment Act that have been formulated by the Department of Labour, will be described by informed opinion makers in both South Africa and the outside world as either a boon or a curse, depending upon whether their viewpoints are pragmatic or ideological.

TUCSA, of necessity, has mixed feelings on the subject. On the pragmatic level, the possibility of the African workers being given even a small, but more direct say in establishing their conditions of employment, must be welcomed. This development might well create a conflict situation however between the various racial groups of workers, because virtually no machinery exists for prior consultation between the different racial groups of workers, and without prior consultation, sectional aspirations must bedevil any attempted negotiations which seek to establish uniform conditions of employment on an industrial, occupational, regional or national level.

BLATANT

On the ethical ideological level, TUCSA must unhesitatingly denounce the proposed amending legislation in the strongest possible terms, for the sole reason that it seeks to entrench a discriminatory legislative measure. The Bantu Labour Relations Regulation Amendment Act, as its name implies, exists solely for governing the industrial and labour relations systems applicable to African workers. Conversely the Industrial Conciliation Act governs the industrial relationship systems for Whites, Coloureds and Indians.

Both these Acts, in terms of their racial exclusiveness, are blatantly discriminatory. The Government's emphatic undertaking to move away

statements that discrimination evil if it is based upon the criteria of colour, become meaningless if the Minister and the Department of Labour can introduce amending legislation which will entrench discrimination.

BRING THEM IN

Our industrial legislation does need amending, but it is the Industrial Conciliation Act which should be amended in a fashion to allow for bringing the African workers under its umbrella, despite real difficulties which exist in such an endeavour. To amend the alternative specifically designed discriminatory legislation by way of an entrenchment of the discrimination, is to nullify South Africa's stated objectives.

Are there any options open in this Hobson's choice?

UNIONS TO

DEMAND

MORE

134

W/ARGUS
(Bus. Arg)
11/10/78

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By Christopher Prophet

MANY trade unions are going ahead with wage increase demands in spite of the undertaking of certain trade union organisations to recommend wage restraints in the months ahead. They feel many of their workers are living below the poverty datum line.

The South African Confederation of Labour and the Trades Union Council are to ask workers considering wage negotiations to take into account only 70 percent of the increase in the consumer price index.

Both organisations have a proviso that sections of the community have differing abilities to make sacrifices in the anti-inflation battle. It is upon this that many unions are to negotiate new wage claims.

This is in accordance with the national agreement by the Government, trade unions and employer groups, but it highlights that many feel unable to cope with rising costs and that they are unable to

make ends meet on their present incomes.

The secretary of the Western Province Building Workers' Union, Mr R. G. Simmons, said: 'Of course we are pushing for wage increases. Wouldn't you? All our unskilled workers are below the poverty datum line. Most get about R25 a week. They are unable to come out on this.'

Referring to the national agreement, he said: 'We never belonged to the Trades Union Council of South Africa. They cannot speak for the majority of workers. They are taking advantage of the fact that they are a registered organisation.'

Mr L. A. Petersen, secretary of the Garment Workers' Union of the Western Province, said: 'We are negotiating at present for wage increases and are going ahead with our wage claims. We feel many of our workers are below the

poverty datum line.' He said the wage claims were proposed before the national agreement.

The area official for the Electrical Workers' Association and secretary of the Electrical and Allied Trades Union of South Africa, Mr C. Shield, said: 'We've got no option but to ask for a wage increase. Our agreement expires in December. We have submitted proposals to employers and negotiations will start soon. The claims will probably be pruned in accordance with the national agreement as regards wage increases.'

He said the pensions for his workers were 'miserably low' and the union would now go for fringe benefits more than ever.

The secretary of the Tramway and Omnibus Workers' Union (Cape), Mr D. C. Benade, said: 'We have just concluded a number of wage agreements, which are going to outlast the period of restraint. We asked for increases commensurate with the consumer price index.'

He said the agreements would last for a year and he fully supported the Government's proposals to curb inflation.

The secretary of the National Union of Distributive Workers, Mr J. R. Altman, said: 'We have

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Unions 'change hearts and minds'

134

Star 13/10/75

campaign too

Labour has its detente

SEGFRIED HANNIG, Labour Reporter

The secret of the Prime Minister's success in detente is his unorthodox approach. What he has achieved was achieved outside the framework of the United Nations.

Similarly, the South African labour movement can make headway on the international front outside the framework of the International Labour Organisation.

Agreements reached at Government level alone have limited value. You have to change the hearts and minds of people, and the labour movement is setting its sights at this target — at home and abroad.

— Mr Arthur Grobbelaar, General Secretary, Trade Union Council of South Africa.

While the Government's detente efforts steal the limelight, trade unionists of all races are quietly notching up remarkable successes in the same field.

At this moment a coloured trade unionist from Port Elizabeth, Alfred Sauls, is in Tokyo, meeting fellow labour leaders from all over the world.

Mrs Lucy Myvbelo, general secretary of South Africa's largest Black union, returned home last week from a labour seminar in Brazil.

Her assistant, Miss Sarah Chitja, and an Indian unionist from Natal, Mr M Kahn, are half-way through a three-month education course for Afro-Asian trade unionists in Tel Aviv, Israel.

Further contacts, which could culminate in trade union links with the rest of Africa, are scheduled for early next year.

REMARKABLE

Mr Sauls's visit to Tokyo gains significance from the news last week that South African doctors have failed to obtain visas to attend the World Medical Assembly in the Japanese capital.

What is even more remarkable is that Mr Sauls is there as the elected representative of metal workers from the Cape to Cairo.

He has just started his one-year term as one of the 10 executive committee members of the International Metal Workers' Federation, which represents 12-million workers the world over.

His predecessor as executive committee member for all of Africa was a

Tunisian. His successor will be from Uganda.

The election of these three men was in itself an exercise in detente. Non-metally executive members served for three years. But in the interests of international understanding a compromise was arranged at the federation's congress in Stockholm in July last year.

The federation's constitution did not end there. From the international scene the detente effort moved to South Africa itself. Last October nine unions — representing all 85 000 South African metal workers outside the right-wing Confederation of Labour — formed the SA Co-ordinating Council of the International Metal Workers' Federation.

FRIBLE SPLIT

One of the key functions of this body is to bridge political and racial barriers. Thus the chairmanship of the council was also split three ways.

The first chairman was the late Mr Tom Murray, a White trade unionist. Mr Sauls is the current chairman. A Black labour leader, Mrs Jane Hlogwane, will take the chair next year.

The metal workers are not alone in their efforts.

Mrs Lucy Myvbelo, general secretary of the Black National Union of Clothing Workers, was one of about 100 labour leaders at a seminar in Brazil less than two weeks ago on the role of trade unions in the reconstruction of society.

LEADING ROLE

That meeting will be followed by an African regional conference which is designed to lead to the formation of an African regional committee of the federation.

South Africa seems destined to play a leading role in the proposed committee as this country represents more than half of Africa's textile, garment and leather workers.

But there are several hitches which threaten to jeopardise the plan. One is that the committee is to be run from Nigeria — the country which refused South Africans visas to attend last year's all-Africa conference of textile, garment and leather workers.

Another is the cost of the committee, which would amount to about a cent per worker per month.

"If we were to reach understanding with the

CROSSFIRE

Yet Mrs Myvbelo finds herself in a frustrating crossfire.

"At home the Government refuses to recognise my union because its members are Black, and abroad I have been rejected because of South Africa's policies," she said. Although I am a vic-

tim of discrimination, I am held out as a Government stooge by people who have lived in exile for years but who claim to represent South African workers."

Mrs Myvbelo's worst setbacks were two vain attempts in recent years to obtain a hearing at the International Labour Organisation.

But her hopes for a major breakthrough remain undiminished. Perhaps it will come next March when she, two other Black trade unionists and a White one take part in the four-yearly meeting of the International Textile, Garment and Leather Workers' Federation in Dublin.

Agreements reached at Government level alone have limited value. You have to change the hearts and minds of people, and the labour movement is setting its sights at this target — at home and abroad.

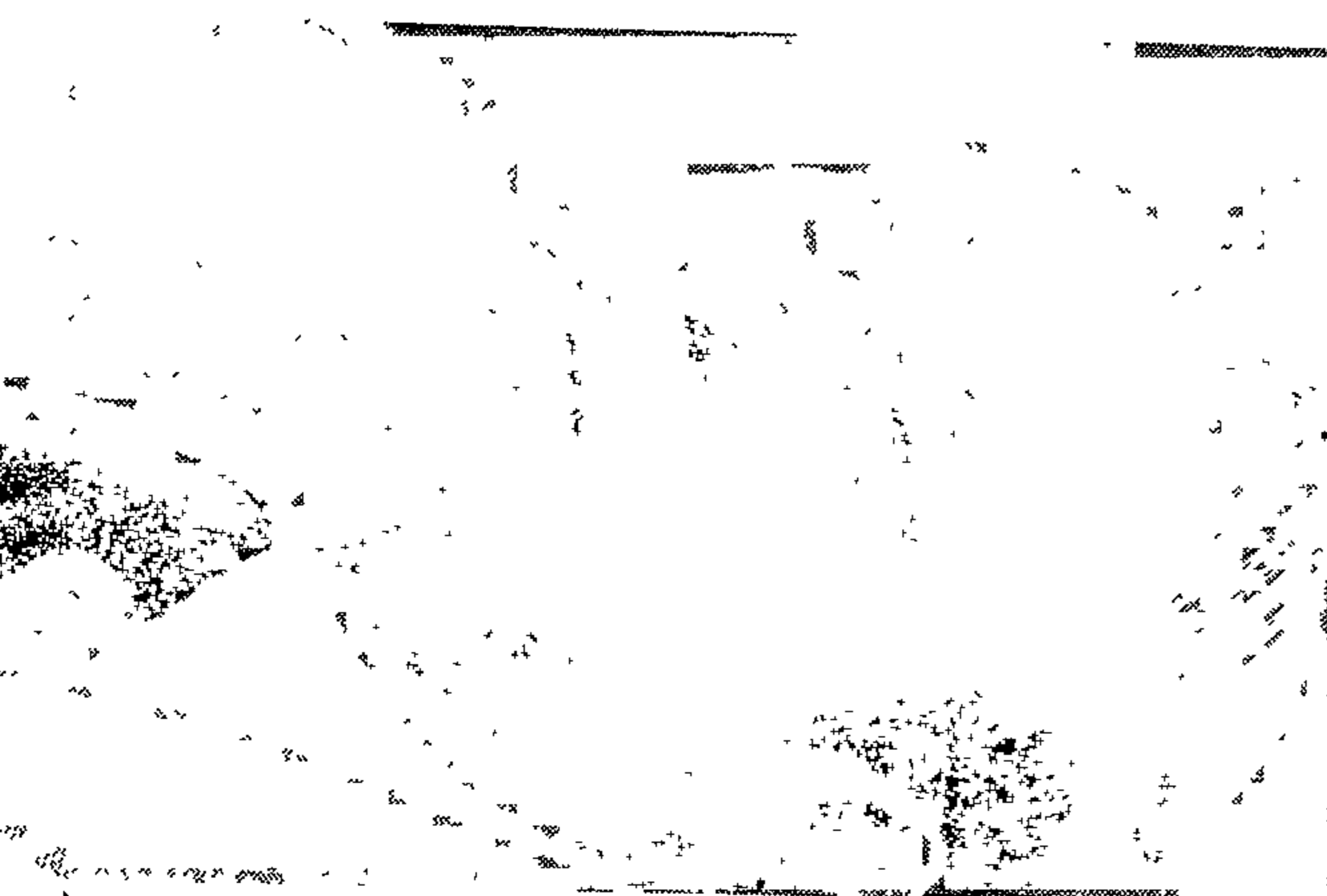
Mr Grobbelaar pointed out that the collective programme against inflation represents a major breakthrough for detente within South Africa.

"Organised labour has played a major part in formulating the collective programme to build a better South Africa for all South Africans.

"There is no reason why similar trade union efforts abroad should not eventually be rewarded by improved understanding and co-operation on the international front.

"Our colleagues in the outside world need us as much as we need them — and that goes for Black Africa in particular," Mr Grobbelaar said.

Mr Arthur Grobbelaar, our colleagues in the outside world need us as much as we need them



New Black union will add to confusion

Star 23/10/75

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Labour Reporter

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

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

The Johannesburg branch was established on Saturday with a membership of 1 050. Three-quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 100 members were recruited last week, said Mr Gavin Andersson, the acting secretary of the branch.

The new development means that:

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

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

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

CONFLICT

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

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Criticism of labour legislation

KN 24/10/75

Pretoria Bureau

Much of the labour legislation applicable to Black workers was enacted, not with a view to labour relations as such, but to further the policy of separate development or the safety of the State.

This was stated by Professor G C Kachelhoffer, of the department of mercantile law at the University of South Africa, in his inaugural lecture in Pretoria last night

The measures concerned had a marked influence on our labour relations and contained principles which in many instances ran counter to the basic principles of labour law adhered to in Western countries.

Professor Kachelhoffer said the importance of labour law lay in its function as a technique for the regulation of social power

South Africa's industrial legislation contained many principles of labour law, and our workers shared the basic rights enjoyed by workers in the Western world, though Black workers shared them to a limited extent only

New developments in the field of labour relations placed a strain on the basic concepts of our labour law, concerning the employer-employee relationship which to date had been seen as based upon managerial authority and the subordination of the employee

Five unions recommend equality for all

31/1/78

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The National Union of Distributive Workers and four other unions have asked the Wiehahn Commission to abolish all forms of sex and race discrimination in employment.

In a submission to the commission inquiring into labour legislation, the unions said they generally supported the detailed representations of the Trade Union Council of South Africa (Tucsa).

The other four unions are the National Union of Commercial and Allied Workers, the Commercial, Catering and Allied Workers Union of South Africa, the Witwatersrand Liquor and Catering Trade Employees' Union, and the Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union.

ALL WORKERS

The unions said the provisions of the Industrial Conciliation Act must be made applicable to all workers, trade unions and employers, and their organisations.

This meant the removal of any provisions tending to inhibit economic progress, industrial relations or general progress in hu-

man relations.

Provisions to be removed, should include job reservation and race and sex discrimination.

They dismissed assertions that blacks were not ready for trade unionism and said liaison and works committees were no substitute for trade unions.

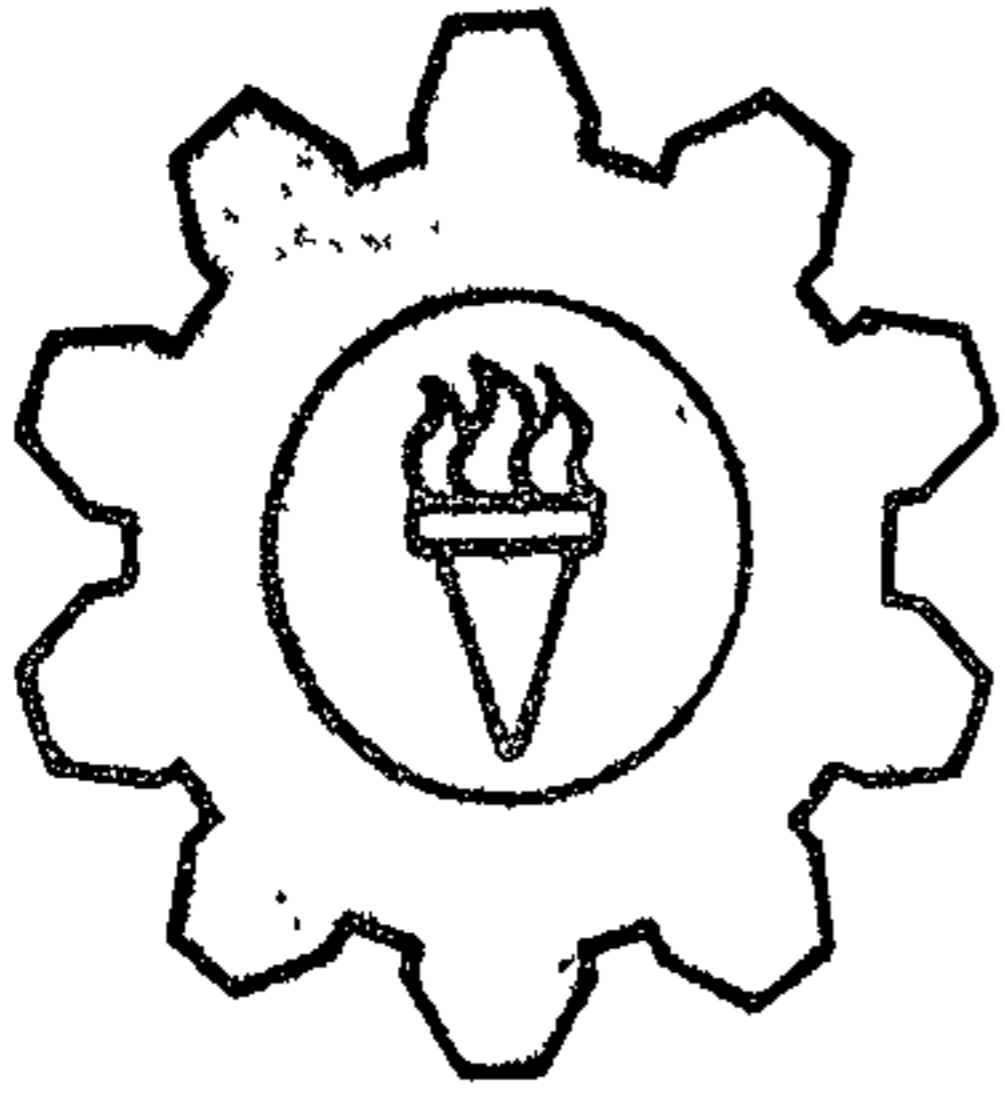
Even though prohibited to do so by law, employers often informed their employees by subtle means that they would be dismissed if they joined unions, the submission claimed.

RIGHTS

The unions said: "Sooner or later, by peaceful means or by force, the workers who today are deprived of rights enjoyed by others, will attain those rights."

"Surely it is wise to grant them rights now and lay the foundations for peaceful, responsible and profitable industrial relations rather than risk the holocaust which an accumulation of frustrations, poverty and deprivation of rights will undoubtedly unleash."

The rate for the job, applying to all, must be the going rate and not just the minimum defined by law.



TUCSA-VAKSA

labour mirror

PUBLISHED BY THE TRADE UNION COUNCIL OF S.A., JOHANNESBURG
Registered at the G.P.O.

NOVEMBER/DECEMBER 1977

VOL. 1 NO. 20

NEW YEAR MESSAGE

When the time comes to ring out this old year of 1977 I doubt whether anyone will be sorry to see it go. It has certainly been a year of almost unrelieved gloom, and gathering storm.

The economy is still in an unhealthy state. Inflation continues to erode everyone's standard of living, while the spectre of unemployment which accompanies recession is becoming daily more real to thousands of workers as the ranks of the jobless continue to swell.

It remains to be seen whether Senator Horwood's recently announced package will be able to impart any impetus into the economy. And we must bear in mind that it seems to be the general consensus among the business community that there can be no real economic upturn until Government policies which impose discriminatory and restrictive laws and regulations, change.

This year has seen continuing sporadic unrest in urban areas throughout the country. The school crisis in Soweto and other townships has worsened, with many thousands of children in firm rejection not only of the system of Bantu Education designed for them but also of the philosophy which inspired such a system.

The Government's recent bannings, detentions and curtailment of Press freedom, together with its persistent refusal to make any meaningful moves towards racial co-operation, have now finally galvanised even our overseas friends into action against us, and we are faced with boycotts, sanctions and embargoes. This is a tragedy for all of us, just as no man is an island, so no nation should seek to bring about its own isolation.

Certainly we have our share of troubles, and there seem few sound prospects to lighten our hearts in the coming year. Indeed at no time recently — except perhaps for Sharpeville — has the future seemed to be so full of foreboding. But there are some grounds for hope.

Firstly, South Africa has a priceless asset in its wonderful wealth of people of all races, creeds and colours. If anywhere in this world the problems of a developing multiracial society can be overcome, then it will be here, in South Africa. I believe that we can build a just and stable "colourblind" society, but it will require individual effort from all races as much as changes in legislation, to overcome the traditional and artificial barriers which have come to fragment our society.

Secondly, we must hope that the Government's resounding victory at the polls has given the Prime Minister a solid enough power base to finally oust the negative elements in his Cabinet and initiate sincere and meaningful changes in this country. The outcome of the Wiehahn and Riekert Commissions — both of which were appointed in the Government's recognition that positive changes are urgently necessary in the field of industrial and labour relations — will be of vital significance to us as trade unionists. Our hopes, and the country's future, are pinned on the findings of these commissions, and the implementation of their recommendations.

With such rays of hope, I wish you a happy new year. Prosperous I predict it will not be for any of us, until we can move out of this current period of recession. Happy it can be. Happiness grows from a positive approach to life and its challenges, and here and now we face the greatest challenge and the greatest opportunity to work for and develop our ideals of a non-racial society, both within our unions, and as individuals.

J.A. GROBBELAAR

Firm "NO" to boycotts

TUCSA, the biggest and most important non-racial organisation in South Africa is utterly opposed to attempts to bring about change in this country through boycotts and sanctions from abroad, and is preparing to counter any such moves.

TUCSA is not prepared to condone outside interference in South Africa's domestic affairs, whether by foreign labour organisations or anyone else.

Already a cable has been dispatched to the president of the American labour movement expressing concern at support for economic sanctions voiced by some Black exiles who attended the American trade union congress held in Los Angeles at the beginning of December.

The Black exiles included Mr. Drake Kok, former leader of the Black Allied Worker Union, who is said to have told reporters at the conference that "The best hopes for change are economic sanctions by Western nations ... If the Western world is going to fail us, and we support non-violent revolution, we will have no recourse but to take up arms."

TUCSA's general secretary, Arthur Grobbelaar, on learning of this development immediately cabled Mr. George Meany, president of the American Federation of Labour and Congress of Industrial Organisations stressing that those views were not representative of the South African trade union movement, and that TUCSA was in fact strongly opposed to both economic boycotts and violence as a means to solve the problems of South Africa.

TUCSA's strong stand on this issue was reflected at this year's annual conference in Durban which passed the following resolution:

"This 23rd Annual Conference of the Council reiterates TUCSA's irrevocable opposition to boycotts and sanctions since in the opinion of the Council these actions have a negative effect, seldom are successful, and in the South African context invariably harm those lesser privileged sections of the population whom the instigators of boycotts and sanctions profess to be assisting.

"This Conference also deplores efforts to isolate South Africa in the labour, economic, cultural, scientific, sporting, diplomatic, and political fields, in view of the fact that such attempts have invariably proved to be negative and self-defeating.

"Conference firmly believe that exposure and involvement by and with South Africa are more effective means of exerting influences and effecting changes within South Africa."

TUCSA
wishes
all in
South
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Die soort versekering wat u toekoms vereis.

ROUND UP

Tucsa
Labour Mirror
Nov/Dec 1977

ANGLO BACKS INTEGRATED UNIONS

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The giant of South African industry, the Anglo American Corporation, has come out strongly in favour of mixed trade unions, believing that the creation of separate institutions on racial lines could be almost as dangerous as denying Blacks the right to form whatever kind of worker organisation they wish to have.

The outlines of the Corporation's industrial relations policy is set out in an article by Dr. Zac de Beer, an executive director of Anglo American, in the latest issue of the organisation's publication, "Optima."

Dr. De Beer says: "In analysing what form of worker organisation would best suit South African conditions the first lesson is that it is unwise and self-defeating to deny workers the ultimate right to form the organisations they want"

"But the question arises whether as black workers obtain fuller recognition, they should exercise their rights together with the "non-blacks" or separately

"With every respect to the official view and to current legislation and regulations it is our considered opinion that, in the long run, developing separate institutions for black workers may be almost as dangerous as denying them any bargaining rights at all

"A system of separate institutions could well lead sooner or later to competition for available jobs, with undercutting and friction on a dangerous racial pattern."

"However the South African labour scene is handled, it is not without potential danger.

"But all our studies and experience suggest that South Africa should implement the one factory one union principle."

He warns that for historical reasons, it is not impossible that race-conscious blacks may now refuse to join non-racial unions and councils even if asked to do so.

"If for this reason, separate black organisations have to be accepted we believe they should be regarded as temporary and every effort should be made to bring them together with those organisations already in existence when this becomes possible"

Dr. De Beer goes on to warn that the movement away from discrimination will not be without difficulties "On the contrary, it must be expected that as Black workers achieve non-discriminatory status — as they get normal workers' rights — they will tend to show more exuberance than judgement in using them, and trouble may well result"

He points out that the dangers ahead exist because South Africa is a stratified multiracial society, and not because Black workers are beginning to get rights

Dr De Beer emphasises that the dangers of resisting change are greater than those of facilitating it, and that if this is not recognised, free enterprise will not survive in South Africa

LIFE BEGINS AT 65

If you have always thought that life begins at 40 — have another thought The magic number may be 65, at least in America, according to a report in the Financial Times.

"With medical advances, the US elderly have been living longer and feeling healthier Men who reach 65 can expect to live 13 years. Women who make it to 65 have a life expectancy of 82

"About 10 per cent of the population, some 23 million Americans, are 65 or over Numbers alone, plus the fact that they tend to vote more than younger citizens, gives them considerable political clout. Their leaders are using this power to demand that Congress bring an end to mandatory retirement rules, which put so many oldsters out of the workforce before they are ready to quit

"While no Federal laws require retirement by 65 — and indeed, 14 states have forbidden such regulations — the practice has evolved in Government and many companies as a means of making way for younger workers. Unions have often agreed to such provisions in labour contracts as a trade-off for worker pension benefits

"A bill to extend mandatory retirement ages from 65 to 70 in private industry and to remove the requirement altogether for Federal employees has passed the House of Representatives by an overwhelming margin The legislation has moved on to the Senate, where business is mounting a strong attack against it

"Unions joined the opposition at first, fearing that many pension funds (with reserves far in excess of R15 000 m) would be jeopardised by a Congressional prohibition on mandatory retirement

"They were worried that employers would drop their pension plans altogether if they were unable to predict when workers would stop paying contributions and start collecting benefits However, labour has since moved to a neutral position on the bills Unions are generally against any legal discriminations based on age, sex, race or religion, and 83-year-old AFL-CIO President George Meany, planning to run for another two-year term this December, hardly figures as an example of the need for early retirement

"The Financial impact of open-ended retirement is impossible to estimate Pension and social securities

costs would decline, but medical insurance and salary costs would rise Demographers are predicting a labour shortage after 1985 which would benefit from having old workers remain employed

"Administrators of the financially troubled Social Security system, who have been worried about future worker-dependent ratios, say a large pool of working elderly people would ease the problem At present there are 30 Social Security recipients for every 100 workers But early in the next century that number could climb to 52 recipients for every 100 workers

"While business is worried about glutting top management with slow moving, slow thinking elderly employees, Grey Rights advocates are insisting that older workers are just as capable as their juniors and more dependable.

"The National Council on the Aging claims that workers over 65 suffer fewer accidents than those in lower age groups

"Many experts are hoping what will eventually evolve is an emphasis on more part-time employment to provide older workers with opportunities to supplement their pensions and keep busy while keeping enough full-time jobs open for the young"

DEPARTMENT OF LABOUR TO "GO INTERNATIONAL"

The Minister of Labour, Mr. Fanie Botha, has announced a campaign to get South Africa back into the international labour world.

To achieve this a special bureau is to be established, which will be attached to the Ministry of Labour Spearheading the campaign, and in charge of the bureau, will be Professor Nic Wiehahn who last year spent two months in Europe, and who succeeded in taking the sting out of international labour's attempt to isolate South Africa

Speaking recently at a meeting in Pretoria Mr Botha said that he had decided that indirect contact should be made internationally "Such a service will be established soon, with the labour leaders of the world, so that at least South Africa's case is put correctly."

He said "We cannot sit far away and think matters will come right The Department of Labour will in future have one leg for its internal affairs, but also a leg to fight the country's labour cause internationally

"I want to make the promise. We'll fight on every platform, at every congress and on every occasion on each and every matter which concerns our interests in those places where it counts"

Welcoming the Minister's proposals, Arthur Grobbelaar, General Secretary of TUCSA, said that the maintenance of overseas links and platforms is of vital importance

"TUCSA has recognised this for many years That is why we continued to attend the annual conference of the International Labour Organisation That is why TUCSA today still has links with the major free trade union movements of the world We are pleased to see, at long last, an official stamp of approval on our policy"

THE URBAN FOUNDATION — WHAT IS IT?

The Urban Foundation has just celebrated its first anniversary of existence, and yet to very many people it is little more than a title What is, then, the Urban Foundation?

The Urban Foundation was born at a multiracial conference held in Johannesburg a year ago This conference was a direct result of the June 1976 and subsequent township unrest Its official title was "The Quality of Urban Life", which meant, of course — in the context — Black urban life

The Foundation, established at the end of the conference was to be a catalyst for changes involving concerned commerce and industry, officialdom and authorities, and the underprivileged communities

The objectives of the Foundation, explicit or implicit are

● The improvement of the quality of life in Black urban townships — including the improvement of housing standards, education, community activities,

recreational amenities and other related matters;

● Finding the means of financing housing in Black urban areas through improved standards of remuneration and loan capital mobilisation

● The rejection of discrimination in employment, and the promotion of a code of employment ethics — which has finally born fruit in the code of employment practice announced in December

The Foundation is registered as a Section 21 company, which means that it is not out for monetary gain Its funds comprise donations from member companies, and at present are over R11 million It is hoped that this sizable amount will swell to R25 million by mid 1978.

The Chairman of the Foundation is Harry Oppenheimer The Deputy Chairman is Dr Anton Rupert of the Rembrandt Group. Other members of the 25-strong Board of Directors, who control the Foundation's activities, are Dr Zac de Beer, Mr Clive Menell, Mr S M Motsuanyane, Mr V E M Tshabalala, and Dr F J C Cronje

Executive Director is Mr Justice Jan Steyn, who has been granted three years leave from the Bench personally by the Prime Minister in order to help create the Foundation as an organisation acceptable to Blacks and supported by both Blacks and Whites

So far the Foundation has.

● Made a number of feasibility studies and negotiated loans for the construction of homes for Blacks,

● Helped to build schools, creches and community centres in three official-squatter areas in Cape Town,

● Initiated self-help schemes, as in the Transvaal, totalling over R300 000 in grants and loans,

● Drawn up a code of employment practice, together with the South African Employers' Consultative Committee on Labour Affairs, which has the endorsement of 90% of organised commerce and industry.

The one thing that the Foundation is not is a Charity Its philosophy is not one of "hand outs" but of self-help, with a community giving both its agreement and its active assistance before a project is launched

★ See pages 4 and 5 for more about the code

"If my son wants to be an Einstein, he can. With a United Graduation Plan."

The United Graduation Plan provides for your children's education

You can start when your child is born, from as little as R5 a month.

During his school career, you can step up the payments, so that when your child is ready for university, you're ready to pay for it.

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 United Help-me-Save Plan. United Monthly Income Plan. United DreamWater Plan.
 United Capital Accumulator Plan.

Unions urge 'rights for all'

ARGUS 13/12/77

2134

JOHANNESBURG.

The South African labour movement has given a majority vote for 'trade union rights for all' and is prepared to scrap job reservation if there is 'other protection for individual groups'

Only the white Confederation of Labour dissents on these principles which are supported by representatives of the rest of the organised labour movement including unregistered black trade unions.

The findings — by a committee of 12 representing the confederation, the multiracial Trade Union Council of South Africa and unaffiliated registered trade unions — have been submitted to the Wiehahn Commission into labour legislation.

The Argus Correspondent

This was disclosed yesterday by the chairman of the committee, Mr Ben Nicholson, general-secretary of the Electrical Workers Association.

CONSENSUS

He said consensus was reached on all other issues, including strong opposition to work committees along German lines

The entire committee recommended that works committees should comprise only trade union members, he said

'The confederation believes that job reservation should stay and that there should be no registered trade unions for blacks,' Mr Nicholson said

'The rest felt that job reservation could go, providing there was suitable

protection to safeguard individual groups.'

The unions, other than the confederation, also recommended that everybody should have the right to belong to a registered union, but it was for the union to decide its racial composition.

REGISTERED

'It was also recommended that unregistered unions should be permitted once it became possible for all unions to become registered,' Mr Nicholson said

The unions, other than the confederation, said no bona fide trade union should be denied registration.

If registration was denied, the union concerned should have the right to

appeal to an industrial court — another new concept to South African labour legislation, Mr Nicholson said.

TRAINING

There was full consensus on the need to improve training and to provide minimum training standards as a prerequisite for employment in occupations which are assumed to require some form of training.

There was also a strong recommendation for training in industrial relations. Special colleges should be established to improve the negotiating skills of management and workers and to promote the relationship between them.

Such colleges should be financed by industry, with the Government assisting only by way of tax concessions, the committee recommended.

Unionists vow to fight apartheid

Star 10/10/77
134

Own Correspondent

LEYDEN — Trade union delegates from several countries, backed calls to fight apartheid when they took part in a congress here at the weekend.

The congress theme was "Workers of the world united against apartheid".

Loudest applause from the hundreds of Dutch activists who attended went to South African trade unionist David Hemson, Sactu leader. Steven

Dlamini and ANC secretary general Alfred Nzo

The Boycott Outspan Group which organised the congress, hopes contacts made by Sactu and the ANC at the weekend will have a lasting influence on world trade union attitudes to South Africa.

Bob Ashworth, a top unionist at British Leyland said "British workers will be identified increasingly with the struggle of our brothers"

French, Italian and Canadian delegates spoke forcefully about anti-apartheid action. The congress was asked to reconcile aid to black unions in South Africa with pressure for withdrawing all foreign investment.

It veered on balance, in favour of disinvestment, and boycotts and approved plans aimed at making future international trade unions efforts more effective.

Holland's Foreign Minis-

ter, Mr Max van der Stoep has told the Dutch Parliament that racial change in South Africa should be brought about by tough economic pressure on the Pretoria government.

"This is the only way to prevent a disaster in South Africa," he said.

Mr van der Stoep was speaking in a debate on legislation enabling Dutch concerns to be forced to curtail or end business with specified countries.

15

Childhood, n., bongoana.
Childish, adj., ea bongoana.
Childless, adj., ea se nang bana.
Chilled, v., to be, ho shoa ke serame, ho kenoa ke motatsela; *the wind is chilling*, moea o batsetse hampe.
Chimney, n., leifo.
Chin, n., seletu.
Chink, n., lepetsō, leshea, letšèrè, letšèšè; v., ho petsōha.
Chip, n., leqhetsō, mohlanō, lefatsa; v., ho fatsa, qhetsōla, qagapa.
Chirp, v., ho lla ha limonyana.
Chisel, n., tšepe ea ho bēla, mo-sēto; v., ho bēla, sēta.
Choice, n., khetho, ntho e khethiloeng; adj., e khetheleng, e thēko e khōlo.
Choke, v., ho khama, fenetha, hahlamēla; *to become choked*, ho thibana.
Choose, v., ho khetha, kana, hlahlōhanya; *to choose out of many*, ho thokōla.
Chop, v., ho ratha; *to chop wood*, ho bata patsi, hlahlatha, hlatha.
Chord, n., lesika la thomō.
Chorus, n., hlopha sa libini; sekoto sa pina se binoang ke bohle.
Christian, n., mo-Kreste, lejokane.
Christianity, n., bokreste, bojakane.
Christian name, n., bitso leo mothō a le reoang ha a kolobetsoa.
Christmas, n., mokete oa tsoalo ea Kreste.
Chronic, adj., e iphetang hangata; *chronic disease*, lefu le iphetang ka nako e itseng, bohloko bo liqobo.
Chrysalis, n., phetōho ea seruru-bele le ea tšōtšē.
Chuckle, v., ho tšēba.
Church, n., *building*, kereke, ntlo ea thapelo; *a Christian assembly*, kereke, phutheho ea balumeli.
Churchyard, n., phupu ea bafu.
Churn, v., ho fēhla, n., lefēhlo sefēhelo.
Chyme, n., mosoang.
Cicatrix, n., sepha, sebaketsi.
Cinder, n., molora oa mashala.
Circle, n., mopotōho, seikalikoe; *complete circle*, lesaka la nkope.
Circuit, n., *to make a circuit*, ho potoloha.

14

Charitable, adj., ea fanang, rana-nang le batho.
Charity, n., ho etsetsa batho hantle.
Charm, n., *magic power*, thathō, setshare, phoso.
Charm, v., *to delight*, ho khahlisa.
Chase, v., ho phallēla, lelekisa, qōpha; n., lephallo, phallēlo, lekoata-koata.
Chasm, n., lefaru, sehoko, lephao.
Chaste, adj., e hloekileng, e sa latsoang.
Chasten, v., ho laea motho hore a baka, ngoella; ho hloekisa.
Chastise, v., ho laea ka thupa.
Chat, v., ho qoqa, qamota.
Chatter, v., ho bua-bua, koma-koma.
Chatterbox, n., mobua-bui, lehele, bobèche.
Cheap, adj., e thēko e nyenyane; *to be cheap*, ho nyera.
Cheat, n., mothetsi; thetso, leqheka; v., ho thetsa thekisong, phōma, shinella, khohlisa.
Check, v., ho thibela, hanela; n., thibelo.
Check, n., lerama; *check-book*, kuthamana.
Cheer, n., thabo, litlatse; v., ho hlabela motho litlatse; *to cheer up*, ho khothatsa, khothabala.
Cheerful, adj., e thabileng, hlasi-molohang.
Cheese, n., mafi a thata.
Chest, n., *breast*, sefuba; *box*, le-kese le koalolang.
Chew, v., ho hlafuna, tšohla; *chew the cud*, thusa, kuma. busō-lōsa.
Chicken, n., tsuoanyana.
Chickenpox, n., mokoana, khō-phole.
Chide, v., ho khalemēla, ho nyatsa.
Chief, n., morēna e moholo, hloho, khosana, monghali, mong; *khosana*, monghali, mong; adj., e moholo, oa sehloho.
Chieftain, n., morēna, molaoli, se-ēpa-pitso, khosana.
Chieftainship, n., borēna, serēna.
Childlain, n., monyōkōlane, machachetsi a serame.
Child, n., ngoana, plur. bana.
Childbirth, n., pelehi.

Certain—Childbirth

Certain, adj., ea 'nete, ea sebele, e itseng; *a certain man*, motho oa hore ho itseng.
Certainly, adv., ka 'nete, ruri, ka sebele, amaruri.
Certainty, n., 'nete, ruri, tsebisiso.
Certificate, n., lengolo la ho paka, la ho tusa taba.
Certifly, v., ho paka, ho tiisa.
Chaff, n., moōkō.
Chafe, v., *the skin*, ho phumola.
Chafe, v., *to fret*, fume, ho ngēta, ho itšēna, *to excite passion*, ho halefisa.
Chain, n., lehlaahlela, leqakatsa, ketane; v., ho hōleha, tlama.
Chair, n., setulo sa ho lula, sa ho ruta.
Chairman, n., motsamaisi oa phutheho ea litaba.
Chalk, n., phōfō e tšoeu, choko.
Challenge, v., ho phephetsa; ho eisa; n., keiso, phephetso.
Challenger, n., motsōela-ntoeng.
Chamber, n., phaposi, ntlo ea lekhotla.
Chameleon, n., lempetye, lenoabo.
Chance, n., seotlo, *a good chance*, hloahloa, lehlohonolo.
Change, v., ho tšoha, ho hlaha.
Change, v., ho fetola; *to become changed*, ho fetoha; *to change one's mind*, ho thunya-thunya, koeneha; *to change money*, ho thutha chelete; n., phetoho, koeneho; chelete tse nyenyane.
Chaos, n., moluba-lube, ntho e se nang sebōpeho.
Chap, n., thabela, lefatsane, le-nga, petlane; *chap under the toes*, monyōkōlane; v., ho petla.
Chapel, n., ntlo ea thapelo.
Chaplain, n., moruti oa lekhotla la masole.
Chaplet, n., sefaha sa litōna.
Chapter, n., khaohanyo, karolo ea buka, khaolo, hloho.
Character, n., semelo, mokhoa oa motho, sebōpeho sa motho.
Charcoal, n., mashala a lifate.
Charge, v., ho neela (ntoeng), ho laela, bēa molato, n., tso, bole-beli, taelo, paballo; *he is in my charge*, o paballoeng ea ka; *charge of a gun*, hlahlēlo ea sethumya.
Charitable, adj., e moholo, oa sehloho.

Trade unionists agree

All races present united front

Labour Reporter

One of the largest multi-racial trade union delegations to leave South Africa has agreed on a common approach to an international labour congress in Munich this month.

The delegation is significant not only in view of the increasing isolation of, and boycott threats against, South Africa, but also because of growing racial polarisation at home.

But the 10 members of the delegation — one coloured, four black and five white — belong to a remarkable organisation.

PROOF

For more than three years the 85 000-strong South African Co-ordinating Council of the International Metalworkers' Federation (about 13-million members worldwide) has proved that workers of all races can co-operate despite alleged conflicting

interests of white and black trade unions.

For example, the black and white trade unions in the council adopted a common approach to the controversial pay negotiations in the metal industry which were concluded in August.

Now the delegates to the three-yearly world congress of the federation in Munich later this month have reached agreement on a unified approach according to Mr Ben Nicholson, one of the delegates.

WALKOUTS

A recent successful seminar with African colleagues in Nairobi is likely to safeguard the South Africans against any of the African walkouts which have occurred at other international meetings.

Six of the delegates flew to West Germany at the weekend for a three-week seminar with other unionists before the congress.

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FIN. 16/9/77

BLACK UNIONS - 1

Delayed unity (134)

The proposed black trade union federation won't be formed this year. But the union groups involved in the attempts to form it (*FM* last week) say they're still committed to the idea.

The unions met in Johannesburg on Saturday and decided to delay their next meeting for seven months. A statement issued after the meeting says they are still hoping to form the federation within a year.

In the meantime, the unions concerned will concentrate on setting up working relations between the various groups on a regional level. These will try to iron out some of the discord experienced between the various unions over the last few years.

A significant feature of Saturday's meeting was the absence of all but one of the 10 unions attached to the Reef based consultative committee. However, most of the member unions of the consultative committee deny suggestions that it has lost interest in the federation. "We were absent because we received invitations late and had other commitments -- not because we boycotted the meeting," says one.

Their representatives will, they say, continue to sit on the various feasibility committees set up to examine the pros and cons of the unity move.

Nevertheless, the delay does indicate that the unions are having difficulties burying the hatchet. The next seven months will show whether they will be able to do so.

FIN MAIL 16/9/77

BLACK UNIONS — 2

Police pressure? 134

Are the police carrying out a nation-wide probe of the independent black trade union movement? Yes, say 10 trade unions in Natal, Port Elizabeth and on the Reef

A statement issued this week by nine unregistered and one registered union charges that police — or men who claim they are policemen — are engaged in questioning workers about union activities in major industrial centres

These are not the first such charges — recently members of two Reef unions alleged that they had been questioned about union activities by the police

Now, according to this week's statement, African union members on the East Rand have also been questioned by men claiming to be policemen

According to the Metal and Allied Workers' Union (MAWU), the questioners asked the workers about union meetings, other activities of their union,

and the proposed federation of black unions Says MAWU "It would seem that police are conducting a widespread investigation into the trade union movement in SA

"We are not engaged in illegal activity. Our offices and books are open to inspection from properly authorised officials who make enquiries in the proper manner"

Some of the unions point out that intimidation of their members conflicts with what they understand to be the motivating spirit of the Wiehahn Commission

1 132
2 134

Research unit's findings on labour relations

Staff Reporter

NEW LABOUR relations legislation being considered by the Government will — if it is enacted in its present form — seriously attempt to forestall further development of the African trade union movement, according to a paper published by the Southern Africa Labour and Development Research Unit.

In a paper published by the SALDRU — a new fact-finding body established by the University of Cape Town School of Economics — the Government's alternative to Black trade unions an extensive committee system, is analysed extensively and found to be a "doubtful technique for restoring industrial peace."

The paper, headed "African Labour Representation", goes on to say that if the new legislation, The Bantu Labour Relations Amendment Bill, 1976, circulated as a draft bill in 1975, is enacted, it will reintroduce the prohibition of strikes in any trade or area where an agreement had been concluded and published in the Government Gazette.

LIAISON

The paper makes it clear that the present system of liaison and works committees had led employers to prefer a system of control through consultation by opting in the main for the liaison committee — a body of mainly employer-appointed members. The work committee system of worker-elected members numbered 239 against the 1751 liaison committees registered by May last year.

A research sample had shown that in 91 percent of the cases liaison committees had been established on the initiative of management. In only four percent of the cases had African workers them-

has adopted certain features of workers' committees and councils devised and implemented in Europe, but have taken them out of context and removed any real content. The committees there were established to complement the trade union's right to organize, bargain and strike. The European experiments were aimed at removing delays, misunderstandings and obstructions created by the bureaucratic machinery while the South African effort was aiming in the opposite direction

UCT UNIT WILL SET UP DATA BANK

Staff Reporter

THE University of Cape Town's School of Economics has launched a new research and data processing unit specializing in the field of labour and development, called the Southern Africa Labour and Development Research Unit.

The unit will build up an information bank on the subject which it aims to communicate through telephone consultancy and written reports to trade unionists, business men, politicians and the press.

It will also seek ways and means for training South Africans of all races as research workers able to dig up social and economic facts. One of its main objects, however, will be to stimulate research in the field of labour and development.

The SALDRU will hold its first conference in this field in September, 1976.

selves brought the establishment of a liaison committee to the employers' attention.

SAMPLE

The same research sample had shown that the most organizations with liaison committees were opposed to the recognition of trade unions, while those with works committees were mainly in favour of them.

The system, introduced after the 1973 labour unrest, had failed to eliminate strikes and in 1974 there were 374 instances of work stoppages involving 57 656 workers. Of these, 189 could be classified as strikes and in 1975 there were a further 119 strikes.

Towards the end of 1975, the Government published a draft bill setting out proposals for further amendments. The Bantu Labour Relations Amendment Bill, 1976, is expected to be tabled next year implementing fundamental changes to the present system.

COMMITTEES

The new legislation's most important change will be the introduction of industry committees — aimed at setting up negotiation machinery for entire trades or areas in place of the limited in-plant representation of the current system. The industry committee would then negotiate agreements for workers on a trade union level, participating directly in deliberations of industrial councils.

This draft legislation, the paper's author, Mr Dudley Horner, says, "constitutes a serious attempt to forestall the further development of the African trade union movement"

Mr Horner concludes that although the legislation will eliminate certain overt racial aspects in the present legislation and extend a limited form of bargaining on an industrial rather than a plant basis, the changes mooted for 1976 reaffirm the restrictions on freedom of association, so long a feature of labour policy in South Africa.

The proposed legislation

ARGUS 16/6/76

Botha's meeting with diamond

striker's fails

A MEETING between the Minister of Labour and Mines, Mr S P. Botha, and the South African Diamond Workers' Union in Cape Town yesterday failed to resolve an industrial dispute and end the diamond workers' month-long strike.

Speaking from Johannesburg today, the general secretary of the union, Mr Robin Rich, said the Minister had refused to help the workers by defining a small diamond as one up to 0,89 carats in the rough.

The 900 union members downed tools on May 7 to protest against the proposed introduction of Coloured and Indian workers into the industry

to cut and polish small diamonds.

The employers claim that if this were done, it could increase the industry's foreign earnings by R65-million a year.

The White workers maintain, however, that 60 percent of the union members are already employed in cutting and polishing diamonds smaller than 1,79 carats in the rough.

This is the employers' definition of small diamonds but the workers want it dropped to 0,89 carats. They would then be prepared to train any non-

White workers introduced by the employers.

At present 120 non-union workers and a similar number of apprentices are keeping the industry going.

In an attempt to solve the dispute, Mr Botha appointed Mr Hugh Tindale, chairman of the Wage Board, as mediator. Mr Tindale and representatives of the employers attended yesterday's meeting with the Minister.

Before the meeting the union made it clear that Mr Botha had the power to end the strike in the industry by demarcating the size of stones to be

given to 'cheap labour' for processing.

Today Mr Rich said the meeting had been a 'waste of time'.

'STATEMENT'

'So much for Mr Botha's statement in Parliament that White workers in this country are entitled to protection,' he added. 'It has been left to the parties involved to solve the dispute.'

Mr Rich said the union regarded the proposal as a threat to their job security and the job standard.

'We can only prevent by withholding our labour.'

The union is to hold a report-back meeting today in Johannesburg.

(1) 134

(2) 149

(3) 150

(4) 174

~~134~~
(2) 134

Cape Times 18/6/76

Labour plan criticized

Staff Reporter

NEW labour legislation proposals circulated in the form of a draft bill to legislate employers and labour bodies for comment last year has met with "a mountain of criticism and comment", a Labour Department spokesman revealed this week.

The proposals, contained in The Bantu Labour Relations Amendment Bill, 1976, prepared under the former Minister of Labour, Mr Marais Viljoen, are expected to be presented in Parliament next year by the new Minister, Mr Fanie Botha, with a number of changes.

The legislation has been "re-processed" along with the comments for consideration by Mr Botha, a Labour Department spokesman said.

He would make no comment on when the new legislation was likely to be enacted but said that such a move would not come during the present session of Parliament for which it was originally planned.

REACTION

Reaction to the proposals has mainly been from two opposed viewpoints.

Employers associations such as the Afrikaans Handelsinstituut and the Federated Chamber of Industries, refused to comment on their attitude towards the proposals, but informed sources revealed that they opposed the present form of the bill which, they believe, will go a long way towards furthering the growth of the Black trade union movement.

The Trade Union Council of South Africa and other pro union bodies support the academic view expressed recently in a paper published by the Southern Africa Labour and Development Research Unit at the University of Cape Town, that the proposals are aimed at curbing the growth of Black unions.

His organization, representing 195 000 workers, was opposed to trade unions but welcomed in principle "the development of the present committee system on an industrial level."

The proposals would create problems when Blacks were allowed to participate in meetings of industrial councils, Mr Grobler said.

These bodies were traditionally White and there would be opposition to such a measure.

The Chairman of the Trade Union Council of South Africa, TUCSA, Mr L C M Scheepers, said that the legislation had been drafted without consultation with the trade union council in spite of promises by the Minister that he would consult all concerned with the new measures he was planning in labour relations.

The TUCSA view was that in spite of any "liberalization" there may be in the proposals, such as Black labour representation on industrial councils and the extension of the committee system to trade or industry level, the legislation sought a substitute for trade unions.

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DILEMMA

The dilemma facing Mr Botha is that the proposals of his predecessor offend both sides of the Black labour union tug-o-war.

The Handelsinstituut and FCI are supported in their stance against Black trade unions by the Confederation of Labour, whose Secretary, Mr Wally Grobler, said yesterday that the draft proposals for industrial committees, representing African labour on a broad industrial front, was nothing less than a preparatory step towards trade unions for Blacks.

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WORKS COMMITTEES Bill shelved

F.M.
25/6/76

The proposed amendment to the Bantu Labour Relations Regulation Act, which sought to extend the works and liaison committee system by setting up industry committees, appears to have been shelved.

Department of Labour officials tell the *FM* that the Bill will not be introduced this session because Minister of Labour Fanie Botha is still studying the comments received from interested parties. The *FM* understands, however, that the Bill will not resurface in its present form. It is believed that negative reaction from the Afrikaanse Handelsinstituut and the Co-ordinating Council of SA Trade Unions, who fear that the Bill would have paved the way for Black trade unions, is the likeliest cause of the decision.

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Apartheid restrictions on Coloureds eased

11/9/76
DD

CAPE TOWN — A series of measures aimed at eliminating points of friction and 'outmoded practices and usages' was announced by the President of the Senate Sen Marais Viljoen, when he opened the 1976 session of the Coloured Representative Council here yesterday.

The measures included permission for Coloured and Indian business undertakings to be set up outside their group areas.

The ending of separate facilities at public buildings and at scientific and cultural conferences.

The relaxation of restrictions barring Coloureds from serving on the executive of mixed trade unions and

Greater involvement of Coloureds in matters concerning housing and squatter problems.

Sen Viljoen praised the CRC liaison committee for its willingness for dialogue and peaceful negotiations.

One matter which is still receiving pertinent attention at the liaison discussions is the removal of what can be described as outmoded practices and usages in the national administration which cause dissatisfaction among the Coloured population group, he said.

Among the Government decisions was a new regulation concerning general industrial areas.

Here it has been decided that such areas should

have no group character, but should be freely available to Coloured and Indian entrepreneurs as well to establish their industrial undertakings there.

"It has further been approved that in cities and large towns, more liberal use will be made of the provisions of Article 19 of the Group Areas Act for Indian and Coloured traders outside Indian and Coloured group areas."

Sen Viljoen said the Coloured people had complained that compensation for Coloured property expropriated as a result of the Group Areas Act for slum clearance schemes was inadequate, and sympathetic Government consideration could now be given to the matter.

"Concerning the restriction on Coloureds to serve on the executive of mixed trade unions, it was decided that the Minister of Labour would grant exemptions to provide for Coloureds to serve on such executives, with due consideration to the membership of the relevant trade unions, and also to ensure that minority groups were not completely eliminated.

"Satisfactory guidelines have also in the meantime been laid down by the Government for the solution of problems which exist with regard to separate entrances, separation notices, separate service points, separate telephone booths, at public offices where these no longer serve any purpose.

"It is also accepted that Coloureds can participate equally in conferences for scientific and cultural purposes and that at such events separation measures concerning meals, refreshment and such matters will not operate."

Sen Viljoen said there should be separate

hospital wards for the various population groups, but there was no legal prohibition on patients at any hospital being treated by a doctor of their choice.

Renewed attention was being given to separate ambulance facilities and hospital boards would be constituted with regard to the hospitals and population groups they served.

"The administrators will also be requested to review all other bodies and institutions under provincial control where points of friction exist or may arise in future, for consideration by the Cabinet."

Sen Viljoen said he hoped there would soon be a great improvement in community facilities in Coloured areas following suggestions which had been made by a Community Development committee.

Sen Viljoen also announced that working committees, on which prominent Coloured people would serve, would be established to co-operate with the Department of Community Development and the relevant municipalities on the planning of Coloured residential areas, Coloured housing and the handling of the squatters problem.

The present system of local government management committees had never been seen as the final answer to the aspirations and claims of local communities to have a say in their domestic affairs, and the creation of autonomous municipal authorities for Coloured urban areas would be investigated.

"There is, in principle, no objection to communal reading rooms at archives, State libraries and museums," Sen Viljoen said — SAPA.

(1) 80
(2) 30
(3) 134
(4) 123
(5) 279

Call to recognise black trade unions

EAST LONDON. — Mr J. R. Altman (NUDW) told the annual conference of the Trade Union Council of South Africa here yesterday, that one of South Africa's leading academics, Professor Cilliers, of Stellenbosch University, had said: "The fundamental question is whether a situation in which all workers are involved in one integrated economic system can best be served by a conciliation system which differentiates between those workers?"

Mr Altman was moving the adoption of a resolution calling for an amendment to the Industrial Conciliation Act which would nullify the need for the existence of the Bantu Labour Relations Amendment Act and its proposed further amendments, and would allow for legal trade union representation for black workers.

"This legislation remains basically inadequate to fulfill the aspirations of the African workers" he said. "The system of committees is not entirely without merit, and can perform a useful function at plant level, but the works and liaison committees are totally inadequate as collective bargaining units on an industry basis, and nothing can properly fulfill this function other than trade unions."

Seconding the motion, Mrs Lucy Mvubelo said the Act contained nothing of interest to black workers. The times would come, she added, when black unions would be recognised.

Dr Anna Scheepers told delegates that there was the danger of unsophisticated black workers on works and liaison committees, at some time in the future, negotiating with managements for conditions within an industry for a whole area. — DDR.

Ackerman calls for ^{CAPE TIMES} open unions

Industrial Reporter

THE HEAD of a major supermarket chain, Mr Raymond Ackerman, has told Cape Town industrialists that racially segregated unions are worse than no unions.

Addressing the Epping Industrialists' Association, Mr Ackerman said last week that if it were not possible for workers to form open unions it would be preferable for management to operate through works committees.

His group had learnt to respect these and they had played a significant role in minimizing problems during the recent stay-away.

The salaries of South African executives were the same in money terms as those in Europe but the cost of living there was two to three times higher. The same could not be said for labour here which was considerably worse off than its European counterparts.

Mr Ackerman said South African businessmen did not realize the power they held, and tended to look to politicians to resolve their problems. It was the duty of management to improve the standard of living of workers and this was essential for the maintenance of a free society.

The group had already begun a policy of operating with fewer, better-paid employees.

THE ARGUS, THURSDAY OCTOBER 14 1976

Estate is sequestered

THE estate of a former official of the Western Province Industrial Council for the Building Industry, Mr. Edmundo do Carmo Goncalves Fava, was placed under final sequestration in the Supreme Court, Cape Town yesterday.

The application was brought by the Industrial Council.

In papers before the court, the Industrial Council's financial controller, Mr. John Siebrits, said Mr. Fava is believed to be in Lisbon.

Since 1971, Mr. Fava had been the administrator and systems manager of the Industrial Council. On September 7, this year he left the Industrial

Council's offices ostensibly to attend to repairs of a car.

Mr. Siebrits said he had been told Mr. Fava then flew to Madrid. He telephoned his wife from Lisbon on September 10 and told her he had no intention of returning to South Africa.

Mr. Fava was responsible for the administration of the Building Industries Medical Aid Fund (Western Province) — a medical aid scheme for builders.

As manager of the fund he requisitioned cheques which would be signed by authorised signatories. The signatories relied on Mr. Fava for the correctness of the amounts to be

paid out. He then made arrangements for doctors to be paid for their treatment of members.

Mr. Siebrits said his investigations showed large amounts of money were requisitioned by Mr. Fava for payments to doctors, in supporting affidavits, two doctors said they did not receive these amounts.

Dr. A. H. Mahate said he did not receive a cheque for R7725,06 which was presented for payment at the Miltzenberg branch of the Standard Bank. The cheque had been endorsed with a signature which purported to be that of Dr. Mahate. The doctor said he did not have an account at that bank. Mr. Siebrits said he had not been able to find any

indication in the books and records of the Industrial Council or the Medical Aid Fund, which satisfied him that the large amounts of money were actually due to people in whose favour the cheques were drawn.

As a result of Mr. Fava's conduct, the Industrial Council has probably suffered a loss of at least R11292,25, but possibly as much or more than R98589, Mr. Siebrits said.

In addition, Mr. Fava owed the Industrial Council R26185 for mortgage bonds passed in his favour over his Constantia home, which is owned by Graven Properties (Pty) Ltd. Mr. Fava owns this company, Mr. Siebrits said.

The Judge, President of the Cape, Mr. Justice van Zyl granted the final order.

Mr. B. Gressel, instructed by Sonnenberg, Hoffman and Galonbank, appeared for the Industrial Council.

Sunday Times

extra

Today, we start an eight-part series on how to dismantle apartheid. Leaders from all sectors give their views on how this could be done within the existing laws.

UNIONISTS CALL FOR REFORM

B4

A MASSIVE, nationwide campaign aimed at educating White workers into accepting that unless they take Black workers as equals, their own future will be retarded, must be undertaken by the trade union co-ordinating bodies in South Africa.

This, say White and Black trade unionists, is one of the most important tasks to be undertaken if apartheid in labour is to be dismantled

And, there is a growing feeling among trade unionists that if the Government refuses to abolish the Job Reservation Act and modify the Industrial Conciliation Act so that trade unions can be open to workers

agreements with un-registered trade unions He felt that there was much double-talk and plenty of double-standards when it

to an extent, depends for their existence and their profits "The current three-tier wage system is one in which

Another trade unionist felt that it has become "imperative" that the definition of employee in the Industrial Conciliation Act be

Series compiled by HOWARD LAWRENCE

of all races on an equal basis; then the trade union movement must take the initiative

De-register

This would be "in the interests of the labour movement and the future well-being of the country as a whole, and de-register

"There is no law which prevents unions from de-registering and then becoming non-racial" one veteran trade unionist told me this week when I asked him how apartheid in labour could be dismantled

"It is possible, at present, for unregistered trade unions to exist legally," he said, "and which could take on members regardless of race, colour or creed"

There is also no law, he said, which prevents employers from negotiating

came to apartheid in labour

"Nowhere is this more clear than when employers and trade union leaders call for Black trade unions to be recognized, and who attack the Government for not wanting to recognize Black trade unions

Sincere

"If the trade union leaders and employers are sincere, they will meet and agree to, in the case of the trade unions, de-register, and in the case of employers, agree to recognize the unregistered trade unions, and negotiate with them

"Much of the attacks levelled at the Government over Black trade unions are merely a cover-up because it has become clear that industry and commerce, and the trade union movement,

Whites are paid a certain wage, Coloureds a lower wage and Blacks a lower wage still," a trade unionist told me

"The ideal situation would be for the Government to place the long-term interests of the people of South Africa before those White workers whose standard of living has to be propped up by legislated protection," he said, "but this is obviously out"

Initiative

The Government has shown that it prefers to think of short-term election gains instead of long-term peace and prosperity and so the initiative must be taken by the employers and the trade union movement

Unfortunately, some trade union leaders maintain, the trade union movement in South Africa is not only weak, but the leadership of the trade union movement depends to a large degree on the racial division of unions to maintain their jobs and perks.

The fact that trade unions, generally, negotiate wages and working conditions on racial lines, is a clear indication that the trade union movement has largely accepted the apartheid system within labour

Threatening

In the process, employers who operate on the three-tier wage system and trade unions which are content to continue on racial lines, are threatening the future of the White workers because the system is destructive to the economy

changed so that African workers are included.

This would immediately enable Africans to form registered trade unions and allow them to be represented as negotiators on the Industrial Council and to become a part of the collective bargaining process

The ideal move, however, would be for racial definitions to be eliminated altogether and for all workers to be regarded simply as workers

The argument used by many, that Blacks are not capable of doing certain jobs was a fallacy

The very existence of the Job Reservation Act proves that, if given the opportunity, Blacks would do well at any job.

"If this wasn't true we would not have a law which protected White workers from Black competition," the trade unionist said

But, while trade unionist I interviewed differed only slightly on the ways in which apartheid in labour should be dismantled, all agreed that it was not necessary to wait for the Government to do so

The trade union movement, they agree, must de-register if the Government won't do so officially, and the employers must recognize these unions and agree to negotiate with them

Open trade unions and the rate for the job would come AUTOMATICALLY It was emphasized, however, it will depend on the trade union movement leaders in South Africa, as well as the employers

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Trade union leader Mr Ted Frazer . "It's got to be equal pay for equal work."

Training for equal pay only — Frazer

SUNDAY TIMES (EXTRA) 17/10/76

MOVES by industry, commerce and the Government, to provide training for Blacks "so that their skills can be utilized to the maximum benefit of the economy" will be opposed by a number of trade unionists.

This is unless it is done with the aim of paying these Black workers the rate for the job

This became clear during interviews I had this week with trade union leaders

Some of them said they were "deeply worried" by the "tremendous interest" being shown by employers in

the scheme

They felt the trade union movement in the Republic should unite to make it clear to employers that they would not tolerate attempts to make use of the move "to widen the scope of cheap labour reserves"

One trade union leader, Mr Ted Frazer, said, "in the absence of a strong trade union movement, the employers will get away with it"

He warned, however, that far from solving racial problems in the labour sphere "training Blacks to do skilled work for racially-orientated wages, will only increase the problems and frustrations which Blacks already suffer from"

"Although it is said by some that the trade union movement in South Africa is strong," Mr Frazer said, "it isn't"

"I am afraid that the way

things are, the trade union movement here cannot speak from a position of strength and I fear employers will get away with this move to get cheap skilled Black labour"

"The only way in which this can be stopped, is to pay everybody the rate for the job regardless of the colour of a man's skin," says Mr Frazer

He feels employers are responsible for many of the economic and racial

problems because the concern themselves more with increasing their profit than about the ills of the country

Mr Frazer feels that prerequisite for bringing about the rate for the job is strong union movement to ensure that wage rates are realistic

"We have the shocking position today where you hear employers saying they pay 'good wages' which is explained by another comment 'My workers can't get very good wages, for a Coloured (or African)'"

177 Manpower

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Scrap job bar plea rejected

JOHANNESBURG — The Minister of Labour, Mr Fanie Botha, yesterday rejected calls for the abolition of job reservation and the recognition of black trade unions

"Abolition of job reservation is an unacceptable labour policy, particularly for the whites, and will lead to serious labour unrest," he told trustees of the National Development and Management Foundation

"It would, in my opinion, be unwise to bring about head-over-heels an about turn in the official labour policy or the

established labour pattern.

"Such an action can only lead to large-scale labour unrest which is in the interests of nobody."

Mr Botha said there had recently been calls from several directions for the recognition of black trade unions and the repeal of job reservation measures.

"The Government has always had an open ear for constructive suggestions, but where there is agitation for the recognition of black trade unions, I wish to state categorically that the existing policy

concerning the non-recognition of such trade unions will not be departed from."

Mr Botha said he stood by the recent statement of the Prime Minister that the Government did not plan to alter its labour policy drastically or without due consideration.

"We must rather seek a satisfactory system for our own South African circumstances through which employer and employee can negotiate with understanding for each other's needs."

He pointed out that statutory job reservation affected only 2.3 per cent of the economically active labour force.

"Where, however, work is reserved for whites or non-whites and those people are not available in sufficient numbers, exemption is readily given for the employment of black workers."

Mr Botha said that, as far as traditional job reservation was concerned, over which his department had no control, assurances had repeatedly been given to whites that they would not be expected to give up traditional work to those of other races if this would adversely affect their interests. — SAPA

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New plans STAR 11/11/76 on labour relations

Pretoria Bureau

Amended legislation was being considered in the interests of improved relations between white employers and their black workers, said the Minister of Labour, Mr Fanie Botha, in Johannesburg yesterday.

But these amendments would be within the framework of Government policy and would not make provision for the recognition of black trade unions, he told a meeting of the trustees of the National Development and Management Foundation.

"Where there is agitation for the recognition of black trade unions I want to state frankly that there will be no deviation from the existing policy concerning the non-recognition of such trade unions."

Rather, he said, South Africa must seek a satisfactory system for its own particular circumstances by which employer and employee could negotiate with an understanding of each other's requirements.

The introduction of liaison committees on which both management and black workers were represented, was increasingly getting to grips with more serious and meaningful matters.

Black workers were beginning to appreciate the importance of various factors common to trade and industry.

① 134
② 325 - Banning

FIN. MAIL 19/11/76

Bashing the unions

If ever there was a mixture of lunacy and cruelty it must be Minister of Police James Kruger's decision to ban trade union advisers Loet Douwes Dekker, Eric Tyacke and Jean Tyacke. And, if that wasn't bad enough, Kruger has followed up with similar orders on Metal and Allied Workers Union (MAWU) organisers Gavin Andersson and Siphon Khubeka.

Douwes-Dekker and the Tyackes are all employed by the Urban Training Project (UTP) which offers educational services to 10 unregistered African unions on the Reef with a membership in excess of 20 000. Interest in the UTP has been growing rapidly in recent months. All three enjoy some measure of confidence among company management.

MAWU, of which both Andersson and Khubeka are officials, operates on the Reef and in Natal, and is involved in an attempt to secure recognition at Leyland SA.

The unions assisted by UTP say they believe the orders are "calculated to silence the voice of Black workers forever. If individuals who operate within the SA system of law continue to be banned, surely the authorities must realise that they are instrumental in bringing about economic and political chaos?"

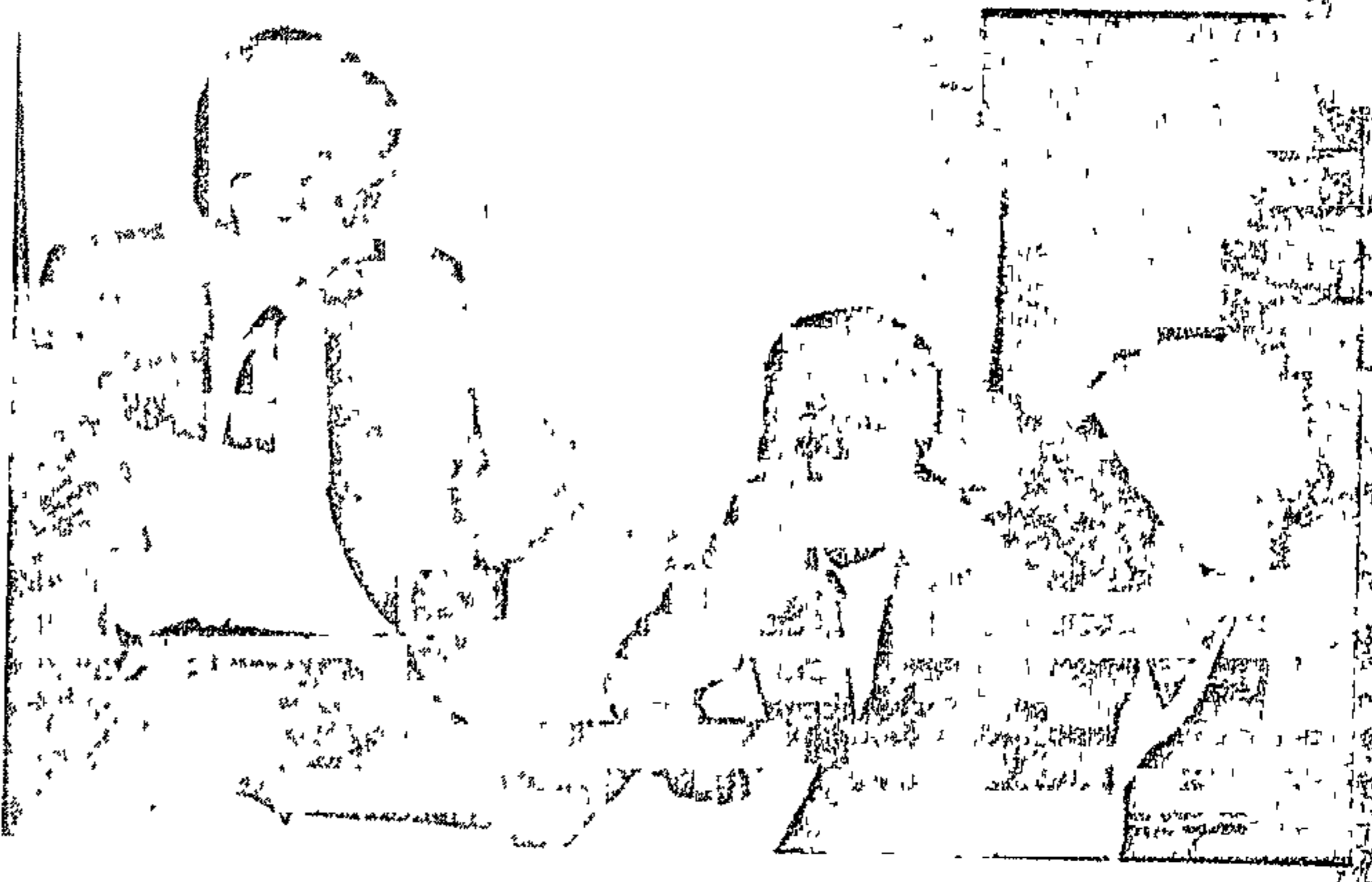
"Where is the change that SA is speaking about? Who is next on the list? Why is the Black worker condemned to perpetual ignorance and intimidation? If SA speaks of a peaceful change why does it use such violent measures as banning orders?"

"One thing we know, however, is that certain employers and White trade unions have welcomed the banning order imposed on these three persons," the unions say.

"Despite the bannings, we will continue to organise and educate every Black worker until he is allowed to exercise his trade union rights like the White and Coloured workers."

Douwes-Dekker is also an executive member of the Institute of Industrial Relations, a body set up recently to offer training in industrial relations and comprising both management and labour representatives. The Institute's director is Sam van Coller, seconded by Anglo American.

Van Coller, speaking in his personal capacity, testifies to the UTP's moderation and constructive contribution to industrial relations. "My personal associa-



Douwes-Dekker at work . . . fulfilling a real need

tion with Douwes-Dekker goes back some years and I have always found both him and the UTP to be fulfilling a real need by working towards sound industrial relations in a constructive and reasonable way."

The UTP bannings are likely to send a shock wave through trade unions in Western Europe. UTP also enjoys widespread respect and support among churches and governments in Western Europe.

The International Metal Workers Federation (IMF) which represents 13m workers in Western countries, tells the *FM* it will "launch a world wide campaign of support for the victims of this latest infringement of human rights by the SA government".

"These leading figures in UTP have been closely associated with the free labour movement and enjoy its full confidence," says IMF general secretary Herman Rebhan. "They have not been involved in politics and the bannings demonstrate that the SA government does not support the forces of peaceful change in their country."

The International Union of Food and Allied workers (IUF) has sent a cable to the SA Foundation and to Kruger. The IUF demands that the Foundation "use all its influence to obtain a reversal of the banning order." Foundation Director Peter Sorour tells the *FM*, however, that he has not heard of the bannings — although he has heard of the UTP and has assisted it — and that the Foundation will probably not take any action. "We don't have any power to reverse these decisions."

The telegram to Kruger describes the bannings as "a brutal attack on an organisation which has given entirely non-

political service to non-registered unions." IUF Secretary Dan Gallin points out that the bannings, "would indicate your government's determination to foreclose even moderate options for the advancement of African workers and harden trade union opposition also in countries where credit is given to your government's assurances of seeking peaceful solutions to racial and social tensions."

And that is precisely the point. The UTP has consistently opposed economic boycotts of SA, arguing that foreign firms could play a valuable role by raising wages and recognising African unions. Despite recent attempts by representatives of registered unions to imply that the UTP supports boycotts, the *FM*'s enquiries reveal that the opposite is the case. All the unionists were involved solely in attempts to give African workers an opportunity to express their demands peacefully and legitimately.

The bannings are a brutal end to the careers of people against whom no charge has been brought. If anything, they represented their members and exercised their belief in industrial democracy too well. Government must immediately lift these bans. It must then get down to the job of listening to African unions and recognising them.

SHOPWORKERS' WAGES

Unions unhappy ^{F.M} 17/12/76

The trade unions in the commercial distributive trade are not at all happy with the long awaited minimum wage recommendations published by the Wage Board last Friday.

Shopworkers of all races are

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~~340~~

notoriously badly paid. According to the Department of Statistics, mid-year take-home pay for Africans in the retail trade was R70 a month and in the wholesale trade R84. As there is no industrial council in this sector, the three unions rely heavily on the Wage Board to push up minimum rates.

The last Wage Determination was as long ago as October 1973. The unions, representing 14 000 workers of all races, asked for a 42,8% increase for workers not required by the anti-inflation manifesto to absorb cost-of-living rises, and a 39,5% increase for higher-paid workers. These proposals were based on the ex-



Shopworkers' Ray Allman ...
defending the lower-paid

pectation that the new minima would become effective in October.

The unions point out that "in so far as the prescribed minimum rates of pay are concerned, the vast majority of employees in the commercial distributive trade are exempt from having to make any financial sacrifices in terms of the anti-inflation programme, because they fall into the below-R250-a-month group".

The Board's proposed new minima of R89,70 a month for male and R71,72 for female labourers in the main metropolitan areas are 42,7% higher than the old minima. The unions say this rise would just compensate for the 41,67% increase in the CPI between October 1973 and October 1976 — if it could have been implemented two months ago, as they had earlier anticipated.

But, with an unexpected delay in their

publication, the unions do not expect the Board's recommendations to come into effect as a new Wage Determination until around April next year, by which time the CPI is likely to have risen another 6% or so. The net result is that the proposed new minimum for labourers does not compensate for CPI rises.

"One cannot escape the impression," say the unions, "that the Board has applied the principle of financial sacrifice (under the anti-inflation programme) to even the lowly-paid labourers. This is manifestly unfair. The Board's recommendations will have the effect of perpetuating the low-wage pattern in the commercial distributive trade."

The percentage increases proposed by the Board in other job categories are lower than for labourers. A shop assistant will start on R106, rising to R138 after four years' experience.

The unions are debating whether to lodge objections to the Board's recommendations. Wage Board chairman Izak Claassens tells the *FM* he thinks the proposed new rates are "quite reasonable and fair"

mend a British form of *mitbestimmung*

The German version has been continuously refined since the war and has, in fact, just been reformed to give the worker/union interests a still larger say in the management of a German company's affairs. The most important feature of the German system is the pair of boards that control each company. The management board consists of the group of executives, including the chief executive, who are responsible for the day-to-day running of the company. They are appointed by a "supervisory board" which also vets all major decisions affecting investment and employment. It is in this supervisory board that *mitbestimmung* exists.

Under the new *mitbestimmung* law the supervisory board consists of 20 people — 10 of them are elected by shareholders and 10 by the employees. In the event of a deadlock between the two



PRP's Schwarz . . . we'll have to move fast

employees there is a direct vote for these six: in larger companies there is an elaborate electoral college that does the choosing.

The tenth man on the workers' side of the supervisory board is a senior executive nominated by other executives but elected to office by the entire workforce. His role was the source of bitter argument during the setting up of the new *mitbestimmung* system. The political right claimed that executives were workers and had a right to be represented in the supervisory board. The political left and the unions felt that a senior executive would be bound to be a Trojan

measure of truth in the German allegations about class in British industry. It is probably true that the average British working man would benefit if the British unions were to become rather less determinedly proletarian in their outlook.

Yet it is probably also true that the Germans are risking going too far in the other direction. There is a growing awareness in Germany that union leaders are losing touch with the workers they are supposed to represent. These leaders are managerial in appearance. They have *mitbestimmung* in Bonn's economic management. They are often locked inside the panelled boardrooms of huge corporations. There is a risk that German workers will turn to more politically hardline organisations with whom they can identify — a risk, in short, that if the British style of confrontation does not exist it may have to be invented.

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Workers in boardrooms

F.M. 17/12/76

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The Germans have them. The British are thinking about them. The French are in two minds

In South Africa, worker participation in boardrooms is about as far away as the man in the moon. In parts of Europe, in contrast, it is an established tradition and, judging by some recent proposals, it might soon leap across the Channel to England.

Six years ago West Germany was the only EEC country with extensive worker participation. Since then the Netherlands, Denmark and Luxembourg have also given workers a say on the boards of large companies. France has toyed with the idea, and now Britain is likely to follow suit.

Are South African boardrooms wise to

keep out of the game? Shouldn't they, too, be manned by worker representatives as well as by shareholder representatives?

One person with strong views on this is Harry Schwarz, chairman of the national executive of the Progressive Reform Party "In SA," he claims, "worker participation is even more urgent than in Europe, because of the threat of Black socialism. If free-enterprise is to survive in this country, we shall have to move fast."

He believes the interests of Black and White workers should be represented by common trade unions, which should be

given a voice on the boards of major companies.

At the heart of the issue lies an even more fundamental one in a modern free-enterprise industrial society, are the interests of workers and capitalists broadly compatible (in which case worker participation makes sense), or are they essentially in conflict (in which case it does not)?

On the whole, the West Germans accept the view that the interests of workers and shareholders can indeed be reconciled, and that reconciliation is best achieved by cosy chats around boardroom tables. They believe that the con-

trary view, which emphasises continuous industrial conflict (and, of course, class conflict, which goes with it), is wrong and lies behind "the British malaise"

British directors, Germans claim, are upper class, private school, officers and gentlemen. Employees are working class, State school and "other ranks". Each group, so the argument goes, has a deeply ingrained suspicion of the other. Neither can take a decision that is seen to be in the common good, only one that is designed to take advantage of the other side.

The Germans are supported in this view of things by 30 years of experience of *mitbestimmung* (co-determination), a system that forces representatives of the workforce and representatives of share capital to sit down at the same table and discuss every important decision a German company takes. Chancellor Helmut Schmidt will often tell an English listener that this system, and the readiness of German unions to play their part within it, are key elements in Germany's post-war success.

The irony in this is that it was the British who imposed the origins of *mitbestimmung* on West Germany after the Second World War, and that it is the British today who are coming to West Germany to study the German experience of *mitbestimmung* with a view to installing something similar in Great Britain.

The British government will shortly receive the report of the Bullock Committee on Industrial Democracy. It now seems almost certain that this committee will recommend a balance of power on the boardrooms of British companies with more than 2 000 employees. Despite stiff resistance from the Confederation of British Industry, the top British employers association, it appears that two top directors on this committee have been won round to the idea of "worker directors" on British boards and that the

sides, the chairman has a second tie-breaking vote. The mechanism for choosing the chairman makes it virtually certain that he will come from the shareholder's camp. Thus, the final word of the property owner — the shareholder — which would have been constitutionally difficult to remove, is maintained, but only as a last resort.

Of the 10 people sitting on the employees' side of the boardroom, three are nominated by the unions directly while six are elected by the whole workforce. In companies of under 8 000

horse who would side consistently with the shareholders.

It is clear that the balance of power in the revamped supervisory board still favours profit-orientated corporate decision taking. But it is worth mentioning that the true voting balance is very rarely tested. The attractive thing about *mitbestimmung*, as it has developed in Germany, is that painful decisions are quickly shown to be avoidable or unavoidable in the discussion leading up to the vote, and are rarely still under hot dispute by the time the vote is called.

The German steel and coal industries had something very similar to the latest model of *mitbestimmung* imposed upon them by the allies in the wake of the war, (not in an early move towards industrial democracy, but to hinder any possible rearmament). Despite the painful cut-backs that had to be made in the coal industry in the years that followed, there does not appear to have been one instance in which a decision over pit closures led to a deadlock situation in the supervisory boards of the coal companies.

The most important result of *mitbestimmung* is not that it gives nearly equal voting rights to the worker/union interest group and to the shareholder/management interest group, but rather that it involves one group with the other group in the decision-taking process. This promises to be even more true of the emerging British system where there will not be the two-tiered board structure that pulls German worker directors out of the day-to-day line of fire.

This process of involvement is probably what is needed to remove the self-imposed barriers that separate the British unions from British management. This is, indeed, the prime reason why *mitbestimmung* is viewed with suspicion by both ends of the political spectrum in Britain. One cannot deny that there is a



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BIG UNION

SUNDAY
TIMES
(EXTRA)
2/11/77

Investigation into elections

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THE REGISTRAR of Trade Unions in Pretoria is investigating the way in which the August election of officials of the Garment Workers Union was held.

By HOWARD
LAWRENCE

A letter announcing this has been sent to a member of the Action Committee which has been acting to have the old officials replaced.

The Registrar's decision to investigate the election is the result of a number of sworn affidavits sent to him by garment workers in the Cape in which a number of irregularities are claimed.

The complainants have asked him to declare the election null and void and to order a new election under the supervision of the Department of Labour.

New election?

This latest development may result in a new election being called this year following an election "clean sweep" by the "old Guard" of the Union under the leadership of their general secretary, Mr Louis Petersen.

According to the Garment Workers Union constitution the ballot must be secret. Allegations have been made in the affidavits, however, that ballot boxes were not issued at certain factories and that ballot papers were taken and opened.

It was also alleged that completed ballot papers were not placed in a ballot box, but were piled in a heap on the table.

Other affidavits alleged the same practice at other factories.

Another affidavit claimed that a ballot box was taken away only ten days after the election and that the box had the name of the particular factory stamped on it in contravention of the secrecy clause.

At other factories, there were no ballot boxes, it was alleged, and ballot papers had to be handed to shop stewards for delivery to the general secretary.

At one factory, it was stated in another affidavit, some workers were given more than one ballot paper to cast their vote.

An action committee spokesman told me: "We are far from finished with the Union's officials. We intend fighting to the bitter end".

Action committee members have also written to the general secretary of the Union to demand a detailed report on the voting for each candidate in the election.

A committee member said, "the general secretary, Mr Louis Petersen made a statement to the Press that the officials, who we want to get rid of, won a "landslide victory", but he has refused to publish details of the number of votes cast for each candidate.

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17/11/51
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**Unionists
deplore
action**

The South African Council of Transport Workers today deplared the boycott of South Africa by overseas unions and has suspended payments of its affiliation fees to the International Transport Federation.

The council's general secretary, Mr Arthur Hammon, said today that the council was strongly opposed to the boycott and had noted with concern the role which the international federation was playing.

It had therefore been decided to suspend payments of affiliation fees to the federation until the council's executive met next month, he said

Incl-Rel-Work-Orig-Gen-...
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Recession affects

casual workers

Cape Times
21/1/77

Industrial Reporter

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THE employment crunch from the continuing recession in South Africa is hitting retired workers who rejoined companies on a casual basis to supplement their incomes.

The SAR assistant system manager for the Western Cape, Mr P H de Bruin, yesterday said a guideline had been issued requesting a cut-back in employees over the age of 65 because of the depressed economic climate. About 70 workers were affected.

The Cape Town bus company, City Tramways, has also been reducing its elder staff, and the Omnibus Workers Union is currently discussing the matter with the company.

The union secretary, Mr D C Benade, said no reason had been given for dismissal of retired workers holding casual jobs, but it was hoped that the company would relent.

A company spokesman said the workers realized that after retirement their employment was at the discretion of the company.

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rk on the mines (see table 3) the industry
s the number would fall almost to zero as
bed at higher wages elsewhere in the economy.
debated: either the mines must take steps to
draw back South Africans or they must move
t labour and become 100 per cent dependent on
ce of gold i.e. e employers decided that the
olitical terms, of the latter course were too
plicity which would lead to the employment of

Ever since the mines opened in the 1880's
labour shortages, had simply moved further
about from areas which acted essentially

As this decision was being reached a number of separate, not all related, but uncannily interlocking, events reinforced the mine owners in their decision and made it possible for them to do something about it. First there was the dramatic increase in the price of gold. The average revenue received by the industry per fine ounce of gold sold more than quadrupled from R25,8 in 1970 to R107,4 in 1974. Then, in September 1973, came the first of the violent compound confrontations which over the next 32 months were to erupt all over the mining industry and lead to the death of no less than 172 men.¹ Then in April 1974 came the crash of a Wendo aircraft near Francistown in Botswana which killed 72 Malawian miners. As a result of this President Banda decided to suspend the recruiting of all Malawians pending an investigation into the causes of the crash. A year later the embargo was still in force and the mining industry was severely embarrassed by the shortage of labour brought about not only by the fact that Malawians already on the mines, disturbed not least by lack of information from home

1. Dudley Horner and Alida Kooij, 'Conflict on South African Mines 1972-1976', Saldra Working Paper No. 5, (Udaco University of Cape Town, 1976).

Unions seek pay rises for 400 000

29/1/77

By GORDON KLING

UNIONS representing more than 400 000 workers in South Africa yesterday gave notice that they will seek substantial pay rises for members, which will inevitably give a large boost to the cost of living, with the expiration of the short-term measures of the anti-inflation campaign at the end of March.

The heads of the 200 000 member, South African Confederation of Labour and the 210 000-strong Trade Union Council (Tucsa) also rejected any possibility of a further extension of wage and price controls embodied in the campaign.

possibility that it would agree to a continuation of restrictions on wage rises.

"We want to see a good improvement in workers' earnings after March," he said.

Losing side

The Confederation chairman, Mr Attie Nieuwoudt, in an interview from Pretoria following a meeting of the administrative committee, said wages would have to be increased after March. He would not disclose the envisaged percentage rise, but said union members were struggling to make ends meet at current rates of pay.

The general secretary of Tucsa, Mr Arthur Grobbelaar, said the body could not accept an extension of the campaign in its current form. The budget would provide an indication on the future of the campaign. If another harsh budget was announced in March there would be no need to continue with the wage and price controls.

Organized labour had been on the losing side as far as the anti-inflation campaign was concerned, and there was no

Firms fill posts easily

EAST LONDON — Firms wanting to fill jobs should do it now, it is an employers market.

Companies who have advertised for jobs over the past few days have been inundated with applicants.

A company which advertised for a general secretary in its East London office had 26 applications and a hotel needing a receptionist had 29 applicants, many of whom were school leavers.

An agency who wanted a young man trained in warehouse operations had 15 applications of whom only four were from people who have just left school.

A cinema which needed theatre hostesses had 24 applications, 15 of whom had just left school.

"We had far more applications than normal and at least a third of them said they had walked the town looking for jobs without success," said the manager of the cinema, Mr G. Ireland.

A truck rental firm which advertised for a part-time job for a woman had more than 100 applications half of whom did not have full-time jobs.

There were only six applications for the post of assistant cellarmaster in a liquor firm.

"I expected more in these days when jobs are hard to find" said the manager, Mr J. Bester.

The head of a job placement firm in East London, Mr P. Durham, said the labour market was heavy with people looking for jobs.

"The situation has changed over the past 12 months to an employers market and because there is no shortage of applicants, employers have a wide selection, but it does not alter the fact that suitable people are more difficult to find."

Mr Durham said there were a number of desperate people on the market who wanted any job at any price. — DDR.

Trouble brews over jobless

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Labour Reporter

Trade unions are expected to call for an abrupt end to black advancement in the steel and engineering industries now that even skilled whites — hitherto in great demand — are on the verge of unemployment.

Labour sources have expressed fears of sporadic labour unrest unless action is taken.

A strike threat was reported at one Reef firm today over the retrenchment of about 40 coloured workers.

Another firm, the Dunswart Iron and Steel Works, denied a report that white process workers were threatening strike action over the appointment of blacks in jobs previously held by whites.

Last year employers and trade unions in the steel and engineering industries, employing close to 500 000 workers of all races, lifted the ceiling of black advancement to immediately below artisan level — subject to constant consultation between unions and employers

VERGE

"White artisans in the Transvaal engineering industry are now on the verge of unemployment," said Mr T. S. Neethling, general secretary of the Amalgamated Engineers' Union.

More skilled men are no longer, while unemployment among semi-skilled workers such as operators and machinists has been with us for some time."

Mr R. J. Nagel, Transvaal area organiser for the coloured members of the SA Boilermakers' Society, said "It's terrible. They queue at my office by the hundred on Mondays. We can't even get them into

To Page 3, Col. 7

Trouble over jobless

From Page 1

the building We simply have to tell them to go to the Department of Labour"

Among the unemployed were plenty of highly skilled coded welders who, it was hoped, would be taken on at Sasol 2 by March or April.

At present all hopes are pinned on the Sasol 2 construction, but the unemployment situation in coastal centres is reported to be even worse than in the Transvaal. Therefore it is feared that Sasol 2 may not be able to absorb all those seeking work

Man claims board victimised him

Labour Reporter

A Rand Water Board employee, Mr Zizane Bennock Mahlangu (42), says he has been sacked after 11 years' service for refusing to let both his wife and daughter pick potatoes for his superior.

He was signed off yesterday and says he and his family of six will be virtually destitute.

The Star took up his case with the Rand Water Board two days ago. Yesterday, the board replied that beyond denying the correctness of Mr Mahlan-

gu's claims it had no comment to offer.

Mr Mahlangu said he had worked for 11 years as an employee of the board under Mr M G Penning, manager of the board's farm at Zwartkoppies, south of Johannesburg.

Until about a year ago his wife had also worked on the farm for 50c a day. For the past year she worked for Mr James Stirling as a half-day servant for R30 a month on an adjoining property.

Recently Mr Penning asked Mrs Mahlangu to work for him, harvesting potatoes. She was to get R10 a month if she worked

well, but might have got much less. She sent her eldest daughter, Martha (18), to take her place as a servant for the Stirlings, Mr Mahlangu said.

He claimed that this week Mr Penning demanded that Martha should also pick potatoes on the same terms. Mr Mahlangu refused to allow this, although he was told this meant he would be sacked and would have to leave the farm.

Mr Mahlangu had no alternative employment. He wanted to send Martha to school and only allowed her to take her mother's place with the Stirlings temporarily because his family needed the money, Mr Mahlangu said.

The Rand Water Board did not specify which of Mr Mahlangu's allegations were incorrect.

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- cours magistraux: * Benjamin Constant - Adolphe
- * François Mauriac
- * André Desqueyroux
- * André Vatican
- * Jean-F
- * Le Nou

New jobs from old

Mercury Reporter
PIETERMARITZBURG
 A GROUP of 125 White, Coloured, African and Indian workers who lost their jobs when a steel component manufacturing company here closed in December will be back at work soon in a company floated by three of their former colleagues. Mr. A. Webel, a director of the new company, is currently battling through red tape so that he can re-start production as quickly as possible. He told the Mercury that he and two others co-workers had been offered plant and machinery in Cyclone Limited, which was involved in steel and metal component manufacture. "Faced with the facts of survival, we have floated a new company and are waiting on approval from various authorities," he said. The three men had teamed up with a prominent Pietermaritzburg lawyer to finance the purchase of plant and equipment from the old firm and the fitting-out of premises.

RECHERCHE ET PUBLICATIONS:

- Le métier d'écrivain: André soi, T.E.R., Université de Bordeaux, 1
- Méthodologie en civilisation raine, Thèse, Université de Bordeaux II
- Comment va la France?, Dossier ns Magnard, Paris, 1975, 286 pages (m on française contemporaine; préface de rétaire Général de l'Alliance Française)
- L'eau, structure fondamentale idienne, Essai d'analyse bachelardienne (French Studies in Southern Africa, No. 5)
- La poésie française des nouveaux analyse et approche pédagogique, Bull 1'AFSSA, No. 3, (publication retardée)
- série de films de télévision l'enseignement de la civilisation française individualisées (réalisés au West Chester A., en 1972-1973):
- * Géographie de la France 578
- * L'enseignement en France J 773
- * Côtes, rivières et ports SC-TV -EIAJ 777
- en préparation: * Comment va la France pédagogique (publications)
- * Comment va la France II: Dossiers Vie sociale (publication en 1977)
- * Comment va la France III: Dossiers Economie
- * Textes vivants (recueil thématique de textes littéraires français)

DIVERS:

- collaboration au journal Sud-Ouest (Bordeaux) de 1964 à 1972 (page des jeunes 17-24 et reportages)
- secrétariat de l'Association des Etudes Françaises en Afrique Australe (assuré depuis 1974)
- mises en scène pour la troupe des étudiants du Département de Français de l'Université du Cap:
 - comédie de Georges Courteline Les Boulingrin (Cape Town, 1974)
 - comédie de Tristan Bernard L'anglais tel qu'on le parle (tourné 1975 en Afrique du Sud: Cape Town, Stellenbosch, Johannesburg)
- rôle dans la comédie de Georges Feydeau Mais n'te promène donc pas toute nue! (Cape Town, 1976)
- en projet: création d'un Centre d'études de la civilisation française en coopération entre les Etats-Unis et la France

ADRESSE: jusqu'au 1er décembre 1976:

Dr. Pierre PETIT,
 French Department
 University of Cape Town,
 Rondebosch, 7700,
 South Africa.

après le 1er décembre 1976 (pendant congé sabbatique):

M. Pierre PETIT,
 97 rue Mazarin,
 33000 Bordeaux,
 France.

MOTOR MEN CUT BACK

Mercury Correspondent

PORT ELIZABETH — Eastern Cape motor plants have announced further staff and production cut-backs after the first month of a year of uncertainty for the struggling motor industry.

The only happy news for workers in the industry in this area is that Ford, which has also decided to cut production further in some sectors, is reinstating the five-day week at its Straundale engine plant.

General Motors will from today retrench about 25 to 30 hourly paid workers, and there was also the possibility of "re-alignment" of staff in March. Mr. R. J. Ironside, GM's director of personnel, said in a statement yesterday.

It can safely be assumed that this will involve moving some salaried workers to hourly paid work.

Black personnel managers must be 'tigers'

Black personnel managers must be "tigers," not glorified clerks, in working as equals with their white counterparts to increase productivity, say members of both races in staff management.

Mr Wilby Baqwa, senior industrial relations officer for Roberts Construction, is responsible for improving the performance of black staff. He and Mr Barry Beckley, the group's industrial relations manager, recommend employing trained black staff.

But, warns Mr Beckley, a submissive black officer produces no results — "get yourself a tiger," he advises.

SUBMISSIVE

Mr Richard Sowazi of the Institute for Personnel Managers points out that there are frequently submissive black personnel officers in industry, although this may not be entirely their fault. White personnel managers sometimes see their black colleagues as a threat.

The black managers are given no responsibility. Not only is the company merely paying lip-service to black advancement, it is also defeating the object of employing a black industrial relations man.

Mr Baqwa stresses that a black "human resources" man must be given the authority to match his responsibility. Without management's backing and knowledge of his full scope he may be afraid to speak out. A submissive man produces no results and loses the confidence of the workers.

SUPPORT

Tiger Oats' group personnel officer, Mr Owen Damoyi, says a black officer must not identify too readily with either side — he must be neither champion of the workers nor a management stooge.

Mr Beckley and Mr Baqwa operate as a team. They have found combined effort untangles most problems.

Mr Baqwa recently returned from a trip to America and Britain where he says he learnt much from the advanced technology. Overseas firms are solving problems that local companies are only now identifying. He believes South Africa would benefit if more of its industrial relations officers had overseas experience.

OVERSEAS

This is also the thinking at AE & CI, which is sending Mr Frank Horwitz to Britain for two years on-the-job training with ICI. He graduated from the Witwatersrand Graduate School of Business Administration with a diploma in Personnel Management, and is the first member of the AE & CI personnel staff to be sent to gain long-term overseas experience.

His studies will include ICI's manpower planning which covers the efficient placing of staff, and their training techniques.

PERSONNEL

Godet Mr.R. Labourd, Bromme	TANTIA	7800
Graaff Mr D. P O Box 1	HEXR	
Groenwald Mr. C. Dept. of S	Private Bag XI7,	BELLVILLE 7530
Hartig Mr R. c/o R.F.F. P O	CAPE PROVINCE	7680
Hendrie Ms. D. 66 Rouwkoop f		0
Horner Mr. D. 102 Strubens		7925
Hughes Dr. K. Dept. of Matf	DEBOSCH	7700
Israël Mr. L c/o The Argus		
Kahn Mr. B. 18 Kew Road, MO		
Kane Berman Mr. J. Financia	JOHANNESBURG	2000
Kantor Mr. B. c/o Dept. of Ec	DEBOSCH	7700
Kenny Mr. H. c/o Dept. of Ecc	BOSCH	7700
Kistner Dr. W. 60 Tenth Stre	JOHANNESBURG	2193
Kingwell Mr. R. Gordonville,	REINET	6280
Knight Mr.J. Institute of Ec	Manor Road,	OXFORD, U.K.
Du Plessis Mr. W. Cape Midlan	min Board, Box 14025 P.E.	6000
Kooy Ms. A. 204 Sanqary, Cars	SKLOOF	8001
Letsie Mr. L. Catholic Church	haville, O.F.S.	9660
Levy Mr B. c/o 75 Kloof Road, Sea Point,	CAPE TOWN	8001
Lewis Mr. D. c/o SALDRU Dept. of Economics U,C.T.	RONDEBOSCH	7700
Lipton Ms.M. School of African Studies, Universtiy of Sussex,	BRIGHTON	U.K.
Loots Mr. L. Office of Economics Adviser, Private Bag X455,	PRETORIA	0001
Loudon Prof.J. University of Swansea, Singleton Park, Swansea SA ₂ 5PP	WALES	U.K.
Marais Ms. L. c/o K.W.V. P O Box 528	PAARL	7620
Marais Mr. D. Uskor, Langenhoven Students Centre,	STELLENBOSCH	7600
Maree Mr. J. c/o School of Economics, U.C.T.	RONDEBOSCH	7700
Mark Ms. M. c/o School of Economics U.C.T.	RONDEBOSCH	7700
Maytham Ms. Y. 511 Garmor House, Plein Street,	CAPE TOWN	8001
Mills Mr. M. Stanhope, P O Amabele		4931
Moerat Mr M. & Mr. J.Heeger Industria House, 350 Victoria Road	SALT RIVER	7925
Morris Mr. M. 2 Woodroyd Lane,	RONDEBOSCH	7700
Moyle Mr. J. School of Architecture, U.C.T.	RONDEBOSCH	7700

Mr Ezekiel Phogola has been appointed industrial relations and training officer for African Oxygen, the holding company for Afrox and Dowson & Dobson. Mr Phogola obtained his BA degree at the University of the North majoring in north Sotho and sociology. He has furthered his studies through the University of South Africa majoring in industrial sociology.

145, 146

Printers lay off workers

Own Correspondent

CAPE TOWN — Artisans and semi-skilled workers in the printing industry are being pushed into the cold queues in growing numbers.

Lists of unemployed tradesmen have lengthened steadily since January in possibly the worst spate of lay-offs for 30 years.

In Cape Town almost 100 out-of-work artisans and semi-skilled workers are registered with the regional organiser of the South African Typographical Union (SATU) — already more than 20 times the local industry's average unemployment rate. And the numbers will have increased by the end of February.

In the Western Cape more than 100 workers — almost half of them qualified journeymen — of the union's 7 000 Western Cape members will be on the jobless list by the end of the month.

Typographical union general secretary, Mr Lief van Tonder, said today "The industry as a whole had been more fortunate than other industries throughout 1978 but this year started off badly for us."

"At this stage it has not reached crisis proportions but we are worried about what the year holds for us."

In Cape Town newspaper managements have begun trimming printing staff, jobbing shops are laying off personnel in various production departments and some commercial printing houses based elsewhere in the country are running down operations in Cape Town-based regional factories.

Industrial
Relations
Workers - Org - News

Senate Hansard 2 Q cols 5-6

21/2/77

Bantu Labour Relations Regulation Act

30. Senator B R BAMFORD asked the Minister of Labour:

(1) Whether any amendments to the Bantu Labour Relations Regulation Act, 1953, are contemplated; if so, what will be the effect of such amendments.

(2) whether such amendments will be introduced during the current session

The MINISTER OF LABOUR

(1) and (2) The matter is still under consideration

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Better outlook for 175 workers

NM 22/2/77
Mercury Reporter

PIETERMARTZBURG

PROSPECTS for workers at Howick's Sarmcol rubber factory have improved since last year when declining production forced the company to implement a four-day working week for 25 percent of its labour force.

At the two Pietermaritzburg factories of the footwear manufacturing company Dick Whittington Shoes (Pty) Ltd., preparations are being made to re-employ about 25 of the 75 people retrenched earlier this month.

only 400 working a four-day week. Things are not as bad as we first thought," said Mr. Sampson.

Dick Whittington Shoes will re-employ part of its retrenched labour force tomorrow, Mr. G. H. Crouch, the company's managing

director told the Mercury yesterday.

"We have done special promotions, but we are not yet back to normal," he said. "The economic position is still bad."

The company has a labour force of 650 at its two factories at Pietermaritzburg and Lincoln Road.

The secretary of the Howick rubber factory, Mr. R. J. Sampson said yesterday that there had been an improvement in the number of orders since last year when 550 workers were forced to work a four-day week.

Of the 550 workers affected by the move, 150 were now working a normal five-day week, said Mr. Sampson.

"We have a total labour force of about 2000 and there are now

who are out of work

Some unionists complain that unemployed members are being told by employers there is no obligation to employ them

Seifsa director Errol Drummond says that employers are happy to listen to the union's case but adds, however, that he is satisfied that the circular "has not

imported artisans. This is partly the need to import certain skills - even so, there simply aren't enough artisans to go around

Both Poole and the SA Electric Workers' Association say they have enough men to go around at Sasol II to mop up existing unemployment in B, C & D - so employers expect some tough bargaining when 30 comes round

SERVICES & AMENITIES FOR BLACKS

SERVICES & AMENITIES FOR BLACKS

SERVICES & AMENITIES FOR BLACKS

SERVICES & AMENITIES FOR BLACKS

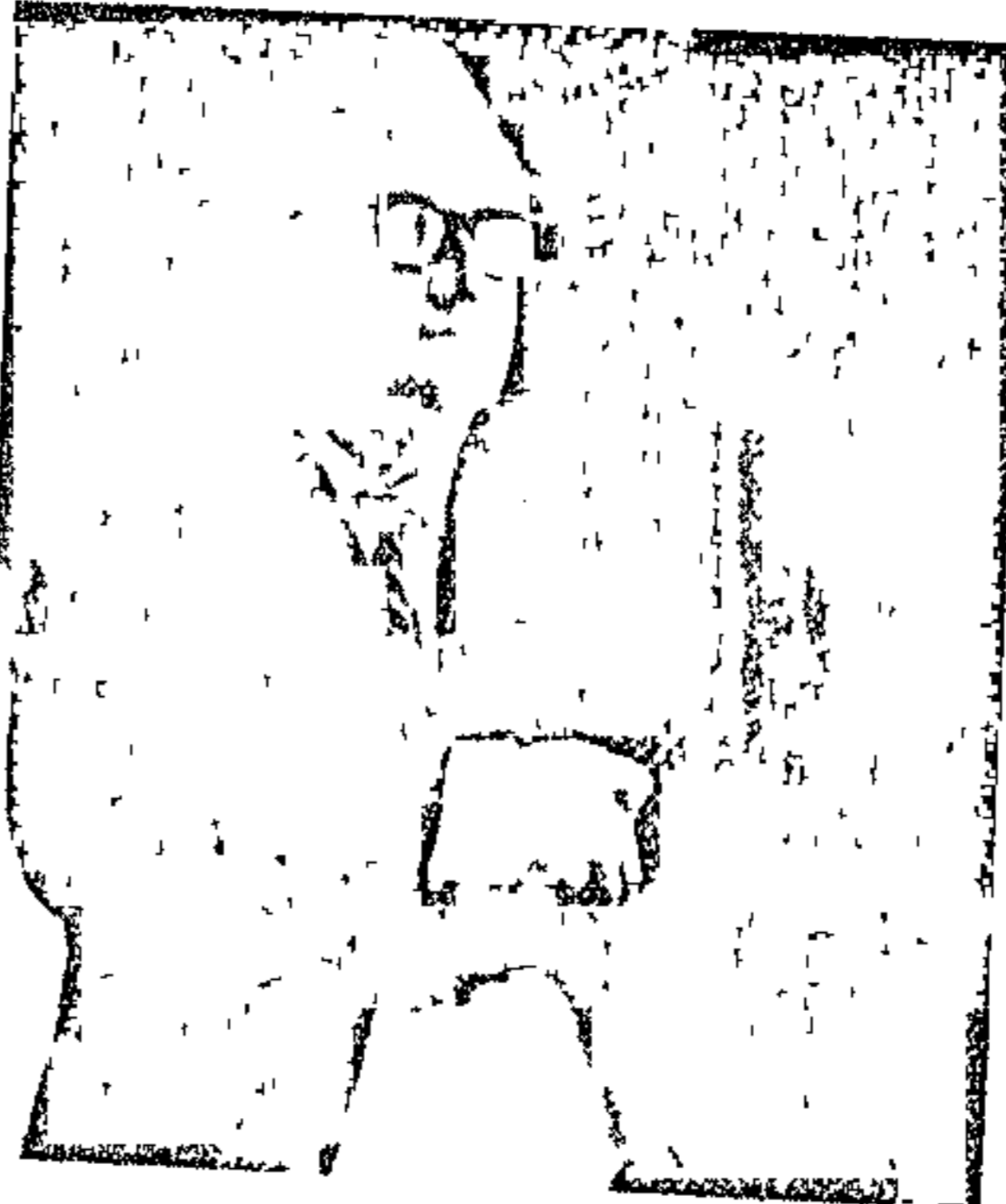
SERVICES SECTOR - General

SERVICES SECTOR - Labour

FIN MAIL 25/2/77

JOBS COLOUR BAR

Edgy engineering unions



Seifsa's Drummond . . . looking for a package deal?

First it was building. Now some of the registered unions in engineering say they are unhappy at the pace of Black job advancement

The problem appears to have begun when the Steel and Engineering Industries Federation (Seifsa) sent out a circular interpreting last year's supplementary industrial council agreement, which provides that Africans can do certain "semi-skilled" jobs previously barred to them - provided the unions agree to grant the necessary "exemptions" from the industrial colour bar

The circular said African workers could be used without union agreement in newly created jobs. Unions claim this would violate the agreement which, they argue, calls for consultation in these cases as well

The issue will be clarified at a meeting on March 7. Unionists warn that if the matter is not resolved they will demand a reversion to the *status quo ante*

If this were to happen, unionists say, Africans presently employed in the B, C & D "semi skilled" categories could lose their jobs - at least until the dispute is resolved

The problem doesn't end there. The Amalgamated Engineering Union (AEU) argues that, because some of its members are out of work, the supplementary agreement no longer applies

The union points to a clause in the agreement which states that the African advancement provisions will not be in force during a recession. This means that Africans currently holding exempted jobs could be replaced by union members

abrogated either the terms or spirit of the agreement"

Other unionists are steamed up by what they see as employers' refusal to train and re-train Coloured union members for higher jobs. "We don't mind money being spent on African training - but nothing seems to be done for our members on the Reef," says Engineering Industrial Workers' Union general secretary Archie Poole. He says unions suspect that Seifsa prefers to train (cheaper) African workers in an attempt to supplant organised labour

Drummond replies that he is sympathetic to unions' fears about training of Coloureds and that Seifsa is doing precisely this

The supplementary agreement - and the main industrial agreement - expire on June 30. Unionists say Seifsa may want to renegotiate it in order to allow Africans into B, C & D at will. Others say unemployment will make this unlikely

Comments Drummond: "Any wage claims submitted when the agreement expires will no doubt be examined by us in the light of the current situation. But he adds that Seifsa "will obviously be influenced by the possibility of a combined package deal

Also while there is unemployment among semi skilled union members, there may well be a shortage of skilled (artisan) labour in the industry as a result of Sasol II

Sasol should start recruiting within the next month and it will have to use

ITY - Medicare

ITY - Unemployment

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Clothing workers go short

Labour Reporter

Several thousand Johannesburg clothing workers are now on short time, and the situation is likely to grow worse.

In effect, about 500 people have been off work duty since the reopening of factories after the Christmas break," said Mr J. H. Thomas, secretary of the Industrial Council for the Transvaal Clothing Industry.

While workers were thought to be unemployed, most factories followed a policy of retaining staff and spreading the work, he said.

Thus some firms had reduced the working week by one or two days while others had given their workers a whole week off.

Instead of their normal wages, these workers get 60 percent of their basic pay, up to a maximum of R15 a week from the industry's Slack Pay Fund.

This fund stands at about R15 million, but its expenditure is now starting to exceed its income," Mr Thomas said.

GENERAL EXPLANATORY NOTE

- ¶ Words in bold type in square brackets indicate omissions proposed by Minister on introduction
- _____ Words underlined with solid line indicate insertions proposed by Minister on introduction

BILL

To amend the Industrial Conciliation Act, 1956, so as to extend the power of the Minister to apply the provisions relating to compulsory arbitration to employers and employees engaged in certain activities, and to provide for incidental matters

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa as follows —

Amendment of section 46 of Act 27 of 1956 as amended by section 9 of Act 41 of 1959 and section 3 of Act 104 of 1967

1. Section 46 of the Industrial Conciliation Act 1956, is hereby amended—

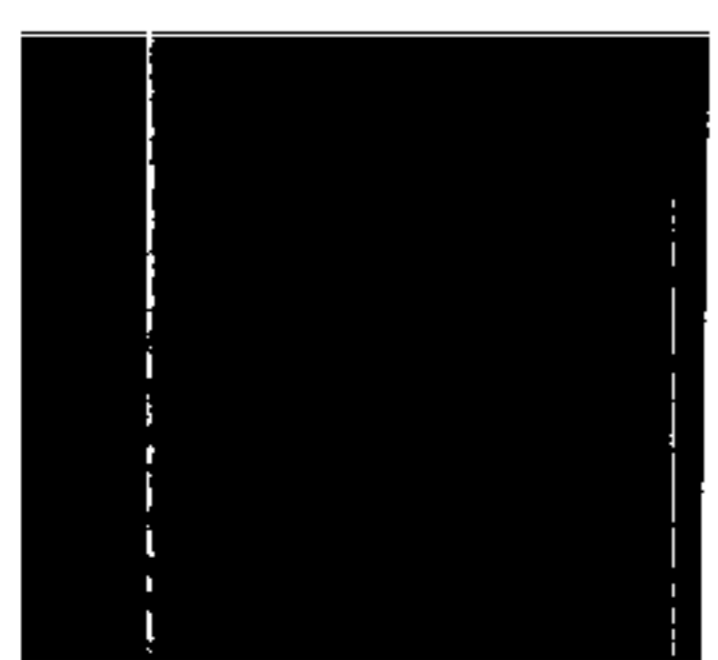
(a) by the substitution for paragraph (a) of subsection (7) of the following paragraph

“(a) **[The Minister]** Subject to the provisions of subsection (7A) the Minister may from time to time by notice in the *Gazette* notify his intention of applying in an area specified in such notice the provisions of this section to employers and employees engaged or employed in such activities connected with—

- (i) the supply distribution processing canning or preserving of any perishable foodstuffs, or
- (ii) the mining processing, supply or distribution of petrol or other fuels for use by local authorities or other employers in connection with the provision of any service referred in paragraph (b) of subsection (1), or
- (iii) any other matters as may in the discretion of the Minister be an essential service in the national interest and as may be specified in the notice and

(b) by the insertion after the said subsection (7) of the following subsection

- (7A) (a) Whenever the Minister by reason of the urgency of the case and in the national interest deems it necessary he may, without his prior regard to the provisions of subsection (7) by notice in the *Gazette* and as from a date specified in such notice apply the provisions of this section in any area specified in the notice to employers and employees engaged or employed in any activity referred to in paragraph (a) of the said subsection (7) and similarly specified in the notice
- (b) Any notice published in terms of paragraph (a) may in like manner be annulled or withdrawn



Amendment of
section 18 of
Act 48 of 1953
as substituted by
section 1 of
Act 59 of 1955
and amended by
section 9 of
Act 70 of 1973

Short title

2. Section 18 of the Bantu Labour Relations Regulation Act 1953 is hereby amended by the substitution for paragraph (c) of subsection (1A) of the following paragraph

(c) any employer to whom the provisions of section 46 of the Industrial Conciliation Act have been applied under subsection (7) or (7A) of that section

3 This Act shall be called the Industrial Conciliation Amendment Act, 1977

Inside Mail

Black unions in search of unity

CLIVE EMDON: Labour Correspondent

FOR the embattled un-

registered African trade unions which have no protection in labour law and are individually fighting for employer recognition, last week's meeting of 20 Black unions to form a new trade union federation, is important.

Not since the early 1960's when Sacthu (SA Congress of Trade Unions) and Fofatusa (Federation of Free African Trade Unions) were drummed out of action by the State has there been an attempt to bring Black unions together in one group. Most of the unions at the meeting in Johannesburg were born this

decade. Together, the unions represented some 60 000 workers. In its hey-day, Fofatusa, with 20 unions had more than 40 000 members, while Sacthu had 46 union affiliates with 53 000 members.

The need for Black trade unions to "go it alone" is very much part of the Black consciousness philosophy. The Government's refusal to recognise African trade unions and register them under the Industrial Conciliation Act — the major piece of labour legislation which caters for all other race groups.

The "traditional" stance that most White unions have taken — bargaining for a special deal for their members. They control wage agreements, and industrial councils by being the main labour parties involved in these, and the White Government has "traditionally" recognised their power, backing the colour bar and job reservation.

Thus, many African trade unions see White labour as part of the White power structure, there to protect the interests of White workers first.

The SA Confederation of Labour, a federation of White unions, supports a separatist policy and the protection of White workers.

While the recognition of African unions is in abeyance, Tuccsa's policy is to develop parallel unions, where White or Coloured unions have a parental role in developing and aiding unregistered African unions.

The dangers some African unions see in this strategy is that the parent organisation develops a control, rather than support of the new union. They want to take an independent stance and throw off "paternalism".

A number of African unions are disillusioned with Tuccsa's history — at one stage African unions were thrown out and a few years later (1974) taken back. They also feel there could have been more action on the part of the Tuccsa unions in getting industries to recognise their African counterparts.

The 20 unions which took part in last week's meeting to explore the feasibility of an alliance, include the two main African trade union groupings. The Johannesburg Consultative Committee of 11 unions and the Durban-based Trade Union Advisory and Coordinating Committee, which has five

unions affiliated to it. The Johannesburg group includes eight unions — engineering, sweet and food, chemical, transport, glass, laundry and dry-clean- ing, paper and building and construction — affiliated to the Urban Training Project, a service and educational organisation.

The three other unions in the consultative committee are the clothing, textile and commercial and distributive trade unions. The Durban group includes metal, textile, transport, chemical and furniture and timber.

Others at the meeting included a Johannesburg-based metal workers union, the Western Province Advice Bureau which is based in Cape Town, motor assembly and rubber workers from Port Elizabeth and a small Johannesburg-based transport union. Early in the meeting unions in the Johannesburg Consultative Committee tabled a motion against the formation of a federation, saying that the unions were still too small and there needed to be a basis of cooperation and trust which did not yet exist between the groups.

The resolution was followed by some heated discussions aimed at the Durban-based unions and concerned their "inclusion" into the engineering field (with their Metal and Allied Workers Union) where a union had already existed.

There was also the suggestion that the same unions were now going to establish a chemical workers union where one existed at some length was whether service organisations to the unions would be involved in the formation of a new trade union federation, and why there were Whites representing these organisations.

After a full morning's debate, none of the eleven Johannesburg Consultative Committee unions agreed to bury their differences and join a steering committee which would investigate the feasibility of a new federation and establish lines of cooperation. The National Union of Clothing Workers (23 000 members) whose general secretary, Lucy Mvubelo, is a deputy vice-president of Tuccsa, abstained from taking part in the new committee, as did the textile workers from Johannesburg, also affiliated to Tuccsa.

All the groups are represented on the steering committee, whose main task will be to establish whether co-operation is possible between the unions. Clearly, demarcation of territory between the unions will be a hot item of discussion.

Whatever the committee reports back, all the unions appear keen to pool their talents and resources in one organisation which may put Black labour back on the map.

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in such fortunate circumstance reluctant to delay the child's many other African pupils face including boarding fees at secondary urban areas, not to mention the and transport, etc. Nevertheless their primary education and negligible.

It is true that in recent times the education of the rural labour force. Of particular significance of the agricultural unions, which situation. The chairman of the Affairs Committee, Mr. Prinsloo, platteland to the lack of farm institutions both as educational Province Agricultural Union observed unable to enter secondary school of hostel facilities at schools uncommon refusal of community schools had been paid for by par

In the future the B.E.D. plans to accommodate in towns serving to workers but these intentions are

NEW LABOUR BILL *FIN. MAIL 8/4/77 134*
Not quite binding

The binding agreements which African works and liaison committees can negotiate under government's new Bantu Labour Relations Regulation Amendment Bill (*FM* last week) aren't that binding after all

A spokesman for the Department of Labour tells the *FM* that the agreements will *not* be gazetted unlike Wage Determinations and Industrial Council agreements nor will it be a criminal offence for employers to abrogate them. They will only be committing an offence if they fail to post an agreement in a

prominent place in their factories

(1) The Department apparently did consider gazetting the agreement but rejected this because there will be hundreds of agreements and there just aren't the facilities to do it nor could the Department police every agreement. The spokesman adds that he believes the provisions of the Bill will give the agreements teeth despite the fact that they aren't gazetted. Employer will have trouble if they don't honour the agreement a dispute will arise and they will have to go through the Act's dispute provisions

Workers will also he says, be able to bring a civil action against their employer in the event of his breaching the agreement

The dispute provisions involve referring the matter to Bantu Labour Officers regional Bantu Labour Committees, the Central Bantu Labour Board and also the Wage Board if necessary

The Department argues that the purpose of the Bill, besides increasing the powers of the committees is to "spell out exactly what liaison committees can do. The purpose is not to weaken works committees. The system whereby liaison committees can exist in the same plant as works committees is already provided for or so the Department says

So too, the Department claims, is the provision whereby a plant may set up a liaison committee where a works committee already exists, but not *vice versa*

Some employers are confused

Meanwhile employers seem very unhappy with the Bill. Building Industries Federation Director Johan Grotsius says that while he has not seen the Bill, he is happy in principle with extending consultation but disturbed by the possible conflict between the new plant level and existing Industrial Council agreements

Setisa is apparently under a misapprehension believing that the Bill doesn't apply to industries where an Industrial Council agreement exists

Nevertheless the *FM* understands that several big employer bodies will be sending comment to government explaining their objections

Institute for Industrial Relations Director Sam van Collier, tells the *FM* "I'm unhappy with the Bill on three grounds. Firstly, it definitely undermines the role of trade unions and I don't see how we can have industrial peace without unions. Secondly, it entrenches the dual system we already have where Africans are expected to negotiate on plant level and other races on industry level

"Thirdly, it might increase industrial conflict by creating disparities between agreements at various factories. Workers are not going to sit by idly while the next door factory agrees on wages higher than theirs"

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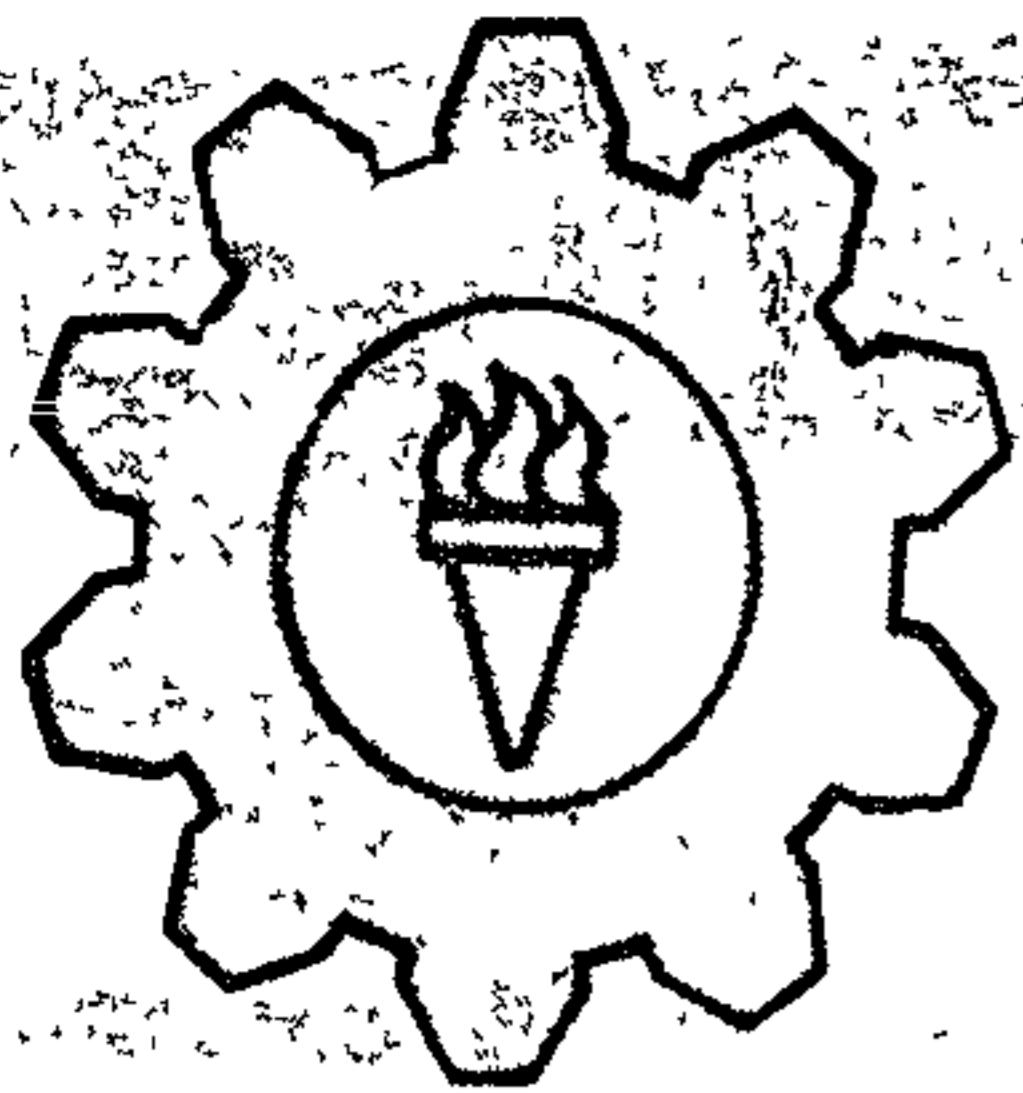
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TUCSA-VAKSA

labour mirror

VOL. 1 NO. 16

PUBLISHED BY THE TRADE UNION COUNCIL OF S.A., JOHANNESBURG

Registered at the G.P.O.

(264) (134)

MARCH/APRIL 1977

Unacceptable

...cession to the Industrial Conciliation Act will empower the Minister of Labour to designate any industry as an essential industry and remove the fundamental right of workers in such industries to strike. TuCSA considers this unacceptable and in the following open letter to the Minister of Labour, Mr. S. P. Botha, sets out its reasons, which have already been submitted to the Secretary for Labour.

The Hon. the Minister of Labour

Dear Mr. Botha

The implications of the proposed amending legislation to the Industrial Conciliation Act have been discussed by TuCSA's Officers' Committee. I am directed to advise you that the Council must unfortunately reject the proposed amending legislation in toto, as also strenuously oppose its introduction in its present form by all the legal means in its power.

The reasons for the Council's rejection of, and opposition to, the Bill can best be summarised as follows:

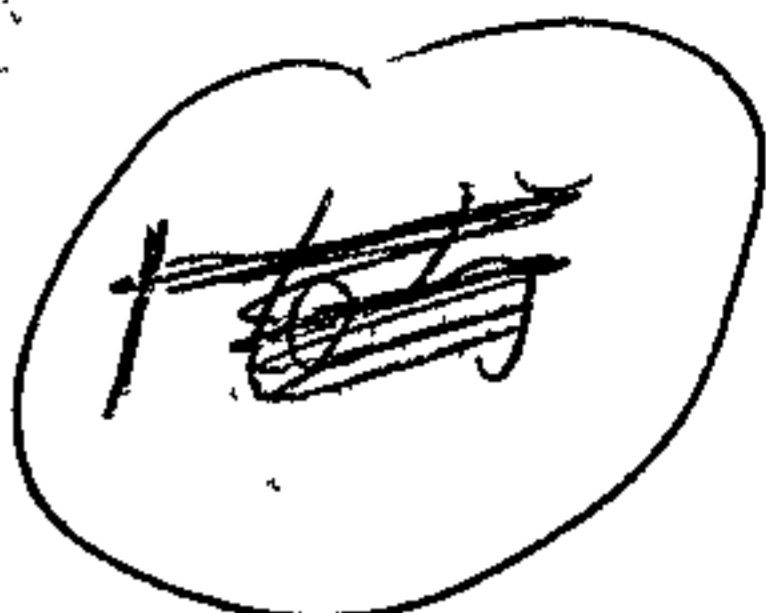
- It is an integral part of our capitalistic free enterprise system that the workers of South Africa have the inherent right to engage in free collective bargaining, and in the event that it becomes necessary (when all other procedures for reaching an agreement, or the settling of a dispute, with their employers has failed) to resort to the ultimate weapon of strike action. The amending Bill has as its purpose the withholding from the workers of this ultimate legitimate action, which curtails the ability of the trade unions to reach a satisfactory agreement with the employers concerned, within the framework of established and well tried collective bargaining measures.
- The proposed direct interference to be engaged in by the State in the normal free market mechanisms of collective bargaining undoubtedly casts serious doubts upon Government's claims that it supports a free market economy, and the free enterprise system.
- The proposed amendments negate the basic principles of the Industrial Conciliation Act, by providing a method for the determining of conditions of employment outside of the principles of collective bargaining and conciliation. The very reasons for which the Industrial Conciliation Act was enacted are thereby completely null and void.

alternative to the full and successive stages of collective bargaining, as proposed in the Bill, is hereby submitted.

- The amendments being proposed are a vote of no confidence in the trade unions and the workers by the Department of Labour. TUCSA submits that, generally speaking, the trade unions in South Africa have acted in a responsible manner in the past decades, and there is no reason to expect that they will not do so in the future. The Bill's proposals seek to deny the fact of the mutual trust and co-operation which has up until now been a feature of South Africa's labour and industrial relationships, between the employers, the trade unions and the Government.
 - The proposed amendments will undoubtedly lead to an even more negative image being portrayed of South African industrial and labour relations throughout the rest of the world. It will further shake confidence in South Africa, both internally and externally, since it will undoubtedly be discerned as further evidence of bureaucratic and authoritarian interference in basic human freedoms and rights, and there is hardly any need to emphasise that South Africa is increasingly and constantly being criticised by the world at large, for such discernable negative developments.
- It is earnestly suggested that, if there are good reasons (at present obscure to the Council) as to why this amending legislation should be introduced, then you should rather discuss these proposed significant departures with the Council, and other interested trade union organisations, before taking any further hasty steps to make the proposals (as they presently stand) the law of the land.

Yours faithfully

Collective bargaining system in doubt



Sieg Hannig
Labour Reporter

A labour leader has expressed doubts that the collective bargaining system in South Africa will survive.

Collective bargaining for blacks did not exist by the touch of the imagination, said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa).

He recently opposed amendments to labour legislation which would almost totally abolish the concept of collective bargaining, he told.

At a seminar of the University of Cape Town, Graduate School of Business Association in Johannesburg yesterday.

The no strike Bill would previously weaken trade unions by removing their ultimate weapon of striking. It would further shake confidence in South Africa and would be seen as authoritarian interference in basic human rights.

URGENT

Proposed amendments to the Bantu Labour Relations Regulation Act would perpetuate discrimination by denying blacks legally recognised trade unions it would create a climate of conflict between blacks and other workers.

Tucsa wanted a commission of inquiry to recommend urgently the real changes needed in industrial legislation, Mr Grobbelaar said.

Mr Trevor Mann, personnel consultant of a mining house, said it could be to the advantage of employers to encourage the development of strong trade unions.

He had found most unions to have few representatives with leadership qualities in the

BACK-GROUND TO THE NEWS

conciliation machinery. Truly effective negotiations between management and labour could take place only through an independent external agency — a trade union or, say, a professional expert, hired by the workers.

Dr J Piron, law lecturer, said industrial peace could be preserved only through a "unitary" system applicable to all workers.

He suggested that "bread-and-butter" negotiations in such a system should take place at a "policy level" on a nonracial basis.

Instead of job reservations, protection of minority groups should be provided by independent labour courts. Workers who were "bargained out" of their jobs could appeal to such courts for reinstatement or damages.

BLACK VIEW

On the question of racially integrated unions Mr Keenan-Smith said black unions had passed the point of no return. White or coloured unions would find it almost impossible to merge with blacks.

respected leaders workers often handled their own complaints, resorting to demonstrations and stoppages. Workers also refused to accept agreements negotiated by white unions, Mr Mann said.

Mr Denis Keenan-Smith, a group personnel manager, said black unions had potential to cause — not prevent — labour unrest as long as they were excluded from the industrial

Mr Grobbelaar said a number of black unions would merge immediately with their white or coloured counterparts if that were possible.

But certain blacks saw trade unions as a vehicle for other aspirations and would resist inclusion in white unions.

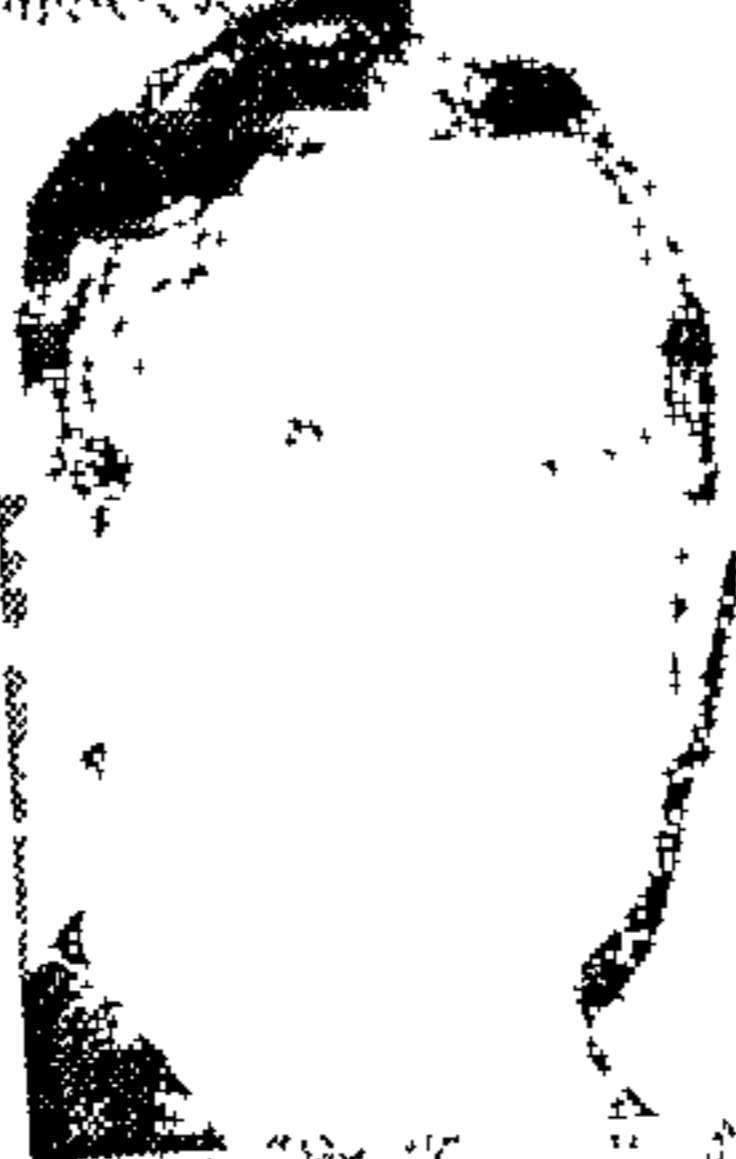
The opportunity should be provided for workers to get together instead of forcing separation on them, Mr Grobbelaar said.

THE Minister of Economic Affairs, Mr J. C. Town today that South Africa was experiencing a combination of unfavourable economic conditions

ARGUS 10/5/77

Minister's call on labour

GOOD labour relations were of prime importance in ensuring the future of the economy, Mr S. P. Botha, Minister of Labour, told the Motor Congress of the Afrikaanse Handelsinstituut at Sea Point today.



Mr J. C. Heims



Mr S. P. Botha

But imported solutions to the problem, which did not take account of the unique plural character of the South African labour force, were doubtful value, said the Minister.

The Minister said there were pleas from time to time, for dropping restrictions on Black labour mobility and in so doing, cause a relief in the shortage of skilled labour. From a purely economic viewpoint, this seems a valid argument, said Mr Botha.

But he pleaded instead for a more balanced approach to the problem, which he said could not be reduced to a simple economic one.

We must strive toward high productivity, the relief of the shortage of trained labour and similar aims in such a way that the labour situation is not troubled by dissatisfaction and unrest.

Mr Botha appealed for greater use of the avenues of consultation between workers and employers in South Africa. The work committee system, established in 1973, had been successful, he said. In that year, there were only 898 work committees serving workers — in 1976, there were 2,681.

These committees represented 715,656 workers, or 39 percent of South Africa's Black labour force, said the Minister.

A measure of the system's success was the decline in strikes, from 246 in 1973 to 105 in 1976.

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~~132~~
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~~12/5/77~~

STAR 12/5/77

Plan labour-call

12/5/77

Pretoria Bureau

South African industrialists would be wise to "shake off their narcotic complacency" about labour relations in the country.

This was said today by Mr De Villiers to business and labour leaders attending a one-day symposium on labour relations in Pretoria.

Mr De Villiers, a lecturer of Unisa's School of Business Leadership said "Our industrialists should consider the South African situation, assess possible approaches and develop a strategy for the establishment and maintenance of healthy industrial relations."

Dr D W F Bendix, a researcher, said the emphasis in South African industrial relations had "shifted to black labour."

Many important questions on black labour had emerged around these possibilities

● That black and white labour movements would

find a common identity of interest.

● That organised black labour might have an important impact on South

Africa's political structure.

● The methods labour would use to achieve its aims

● What advance in the

process of socialisation of South African society would result from action by labour movements

Paper for discussion on Tuesday, 7 Jun

African Societies: towards

Topic: 'Class and ethnic cleavages

Speaker: Paul Rich, (UCT and Warwick

AFRICA SEMINAR (CENTRE FOR AFRICAN STU

UNIVERSITY OF CAPE TOWN



Professor Nic Wiehahn

Probe into SA labour system welcomed — PRP, UP

ARGUS 13/5/77

The Argus Political Staff

THE newly appointed adviser to the Minister of Labour, Professor Nic Wiehahn, has made his position clear by saying the present labour system has proved to be not the most suitable for South Africa.

His appointment, together with yesterday's announcement of a commission of inquiry into labour legislation, has been warmly welcomed by opposition labour spokesmen.

Speaking during the labour vote in Parliament yesterday Dr A. Boraine (PRP, Pinelands) quoted passages from a recent interview published in a Sunday newspaper in which Professor Wiehahn said present labour legislation could be 'disastrous' and 'to the disadvantage of our economy.'

DUALISTIC

Dr Boraine quoted Professor Wiehahn as saying: 'It (present labour legislation) is dualistic with one leg basically for Whites, Coloured and Asians and another for Blacks.'

'This could only lead to incompatibility. It could be disastrous, to the very disadvantage of our eco-

nomy. We must have a uniform system of regulations for labour relations

'It will have to contain the basic principles of the rights of democratic labour.'

Reacting outside Parliament to the appointment of the commission, Dr Boraine said this was long overdue. 'But we are pleased he has had the good sense to do this because there was a new and angry mood among Black workers which demanded it.'

He had pleaded for such an appointment since 1974, he said, and was told by the former Minister of Labour, Mr Viljoen, that it was out of the question.

REVOLUTIONARY

Dr Boraine thought the commission's investigations — especially under the chairmanship of Professor Wiehahn — would produce 'revolutionary findings.'

The need was 'so transparent' and his guess was that changes would have to be revolutionary in order to fulfil the need.

It would mean a completely overhauling at least two key pieces of legislation — the Shops and Offices Act and the Factories, Machinery and Building Workers Amendment Act — and this would have an immediate effect on easing race discrimination.

COMPOSITION

Dr Boraine said the commission would have to be multiracial in its composition for it to be honest.

Dr Gideon Jacobs, the United Party's spokesman on labour matters, welcomed the appointment of the commission and said this would give the Government the opportunity to make a 'clean sweep' of present legislation.

Mr Botha, he said, as the man in fourth position within the Cabinet, carried tremendous power to bring about changes and he was confident that this would be done.

The commission would have to be multiracial in its composition or it would lose all impact, Dr Jacobs said.

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[Handwritten mark]

from the Burger

LATELY there has been strong movement on the South African Labour front with the prospect of even more to come. In the light of South Africa's special circumstances, this is to be welcomed.

We used the word "front" with its military overtones on purpose, because the workers of this country have just as much to contribute to its survival and security as its soldiers. In the field of labour, threats to South Africa could arise to equal those posed by terrorists on her borders, and victories must be achieved that are as important as those on the battlefield.

To a large extent the survival of South Africa, depends on the state of her economy, which could on the one hand increase or weaken her military striking-power and on the other help to determine her value to other countries.

Economic weakness may make it impossible for South Africa to defend herself successfully against threats from outside. But even more: economic weakness could give rise to a deathly threat to South Africa itself through the creation of large-scale and increasing unemployment, especially among non-white workers. This is something which South Africa in her present circumstances cannot afford.

That is why it is of immediate and direct importance to the entire South Africa that labour relations in the country should remain sound, that the workers should be happy and contented and prepared to exert themselves. For, although it does not only depend on them what happens to the South African economy, they have an enormous contribution to make.

What a significant role the workers of a country have to play is proved all too clearly by what has happened in Britain recently. It would be unfair to place all the blame on the painful debilitation and deterioration of their country on the British workers, but there can be no doubt that they contributed more than their rightful share.

South Africa can be grateful and proud that her workers have conducted themselves so differently. And she can be grateful and proud of the recent evidence of a sense of responsibility among the country's workers and their organizations, which could make it easier for South Africa to face the difficult times ahead.

This is also a front

Cape Times 17/5/77

The statements and decisions emanating from those workers, testify to a resoluteness not to let South Africa down in the hour of need. But then South Africa must not let them down either. This is what the message amounts to which the Minister of Labour, Mr S P Botha, uttered in the Assembly last week.

From his side the Minister is obviously intent on creating a new labour dispensation in the country. This is apparent from his decision to appoint a commission of inquiry into labour legislation. This could result in legislation that would conform much better to the demands and circum-

stances of today than the existing laws introduced in other days.

However, legislation alone cannot put right what must be rectified. The Minister also wants a new disposition — a new, warm humanness in the relations between employers and employee in order to counteract the idea of inevitable and continual clashes of interest. In order to develop such an attitude he has decided among other things on the creation of a research bureau to approach labour questions in a scientific way.

This seems like imaginative measures that hold great possibilities for South Africa.

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LABOUR LAWS
A new look?

FM. MAIL
20/5/77
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Despite last week's appointment of a Commission of Inquiry to look into labour legislation, government is evidently not planning to drop the Bantu Labour Relations Regulation Amendment Bill dealing with the works and liaison committee system

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

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

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

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

617

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

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

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

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

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

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

SASJ opens ranks to black journalists

2/5/77
RDM
RDM

~~134~~
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Labour Correspondent

THE South African Society of Journalists yesterday opened its membership to journalists of all races after a national ballot gave an overwhelming vote in favour of a non-racial organisation.

It is the first time a predominantly white registered trade union has opted out of the framework of existing labour legislation, rejecting it as racist.

The SASJ ballot, which needed a two-thirds majority of its 618 members to implement the change, had a 74% majority, with

9% against in an 85% poll.

The voting was on the dissolution of the society and its reconstitution outside the terms of the Industrial Conciliation Act, which prevents blacks from belonging to registered trade unions.

The new organisation will be known as the Southern African Society of Journalists.

African journalists formed the Union of Black Journalists five years ago. This union precludes whites from being members.

① 134

② 135

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STAR 21/5/77

134

Mixed unions

body

21/5/77
mooted

Labour Reporter

Trade unions representing 22 400 workers of all races have decided to join forces in a federation of commercial, catering and hotel unions.

The name of the federation and its constitution will be decided at a conference to be held immediately after the annual conference of the Trade Union Council of South Africa in Durban in September.

This was announced by Mr Morris Kagan, veteran shopworker unionist, after a meeting of the seven affected trade unions at a Jan Smuts Airport hotel yesterday.

Mr Kagan was appointed provisional secretary of the federation, pending the election of permanent officials in September.

The unions concerned are the National Union of Distributive Workers (8 000 white members), the National Union of Commercial and Allied Workers (7 000 coloured and Indian members), the Commercial, Catering and Allied Workers' Union (900 blacks), the Witwatersrand Liquor and Catering Trade Employees' Union (2 200 mixed), the Witwatersrand Tearoom, Restaurant and Catering Union (900 mixed), the Natal Liquor and Catering Trade Employees' Union (3 000 mixed) and the East London Liquor and Catering Trade Employees' Union (400 mixed).

Union attacks 'extremists'

RDM
7/9/77

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Staff Reporter

THE time had come for trade unions in South Africa to shelve their racial differences and work together for the benefit of the labour movement and of the country, says an editorial in the latest issue of *Garment Worker*.

It would be sad if unions were to put politics above their functions as workers' representatives and to use

racism to further their own ends and to break up existing unions, says the official organ of the Garment Workers' Union of South Africa.

The paper criticises unions which it says are on the extreme Left and extreme Right wings of the trade union movement and are encouraging polarisation of the workers purely on a racial basis.

"These unions are play-

ing with fire and, because of their obsessions, are incapable of seeing that they are threatening to create strife and confusion in the trade union movement and the country as a whole," says the paper.

"And to those who haggle over past injustices, we will say that the time for that is past. We pledge ourselves to live only in the present and the future."

Full union power may take 20 years

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The Argus Bureau

PORT ELIZABETH. — Because of the vast unskilled black labour force in South Africa, it would take anything up to 20 years before South African workers got the full trade union power base of their more sophisticated European counterparts.

This was said here recently by one of Britain's top labour experts, Mr Robin Smith, lecturer in industrial relations at the Durham University business school

'Recognition of trade unions does not automatically bring changes overnight,' he told local top management attending a seminar on 'managerial control in a unionised

society' arranged by the National Development and Management Foundation.

Mr Smith emphasised that he was committed to private industry but recognised the need for it to adapt to changing circumstances, and to have a sense of social responsibility.

He said there was a basis for optimism about constructive changes in South African industrial relations, in spite of all the internal and external pressures facing the country.

IN DESPAIR

'Management should not give up in despair after looking at all these pressures. There are many different avenues of peaceful change open to South African management at this stage.

'But it is important to remember that management gets the industrial relations it deserves, and management is in the crucial position of being able to promote peaceful change.'

PRESSURES

Mr Smith said there were five pressures facing South Africa which would force people to rethink the country's traditional management policies.

They were:

- Trade union power;
- Internal company pressure;
- Economic realities in an inflationary world;
- Social pressures; and
- Government legislation regarding industrial relations.

Unions 'block blacks'

White trade unions are the greatest obstacle to the more efficient use of black labour, the chairman of Iscor, Dr Tom Muller, said last night.

Addressing the annual banquet of the Institute of Certified Mechanical and Electrical Engineers in Johannesburg on the subject of strategic resources, Dr Muller said that people were inclined to blame the Government because insufficient use was made of black labour.

"But the white trade unions are the first culprits — they just won't allow us to train and use our non-white labour effectively," he said.

Better use could be made of black and women's labour. Iscor had very successfully employed coloured people on the Sishen-Saldanha scheme, and about 800 women shiftworkers employed at Vanderbijlpark — some even as truckdrivers — were doing "an extremely good job."

ARMoured CARS

Because of its strategic resources, South Africa could be self-sufficient to a very large degree, said Dr Muller.

The heavy engineering industry was most well developed and already produced armoured cars, aircraft, ships and ammunition and could, if need be, tackle tanks, guns and so on.

South Africa had almost all strategic minerals except aluminium, oil and natural gas. It was fortunate that most minerals were found in areas away from the borders should South Africa get into a dangerous situation.

It was not "healthy," however, to have industry concentrated in the Rand-Pretoria area. The future of industry could lie in the Tugela Valley, Natal, and perhaps in the Saldanha area in the Cape.

TABLE A.8 BATHING FACILITIES

	Number	% (of 46)
Tub	-	-
Basin	-	-
Bath	-	-
Shower	-	-
Other	-	-

**ENGINEERING WORKERS
 Wage settlement?**

The end of the engineering industry's long-simmering wage dispute is in sight, following a new offer made to the unions by Seifsa

The unions, represented by the Confederation of Metal and Building Unions (CMBU), have agreed to the proposed wage increases, ranging from 3,8% to 7,3%. Final agreement on the offer depends, however, on its being ratified by all Seifsa's affiliated associations by the weekend, after which a statement will be issued

Seifsa director Errol Drummond seems confident of a settlement

In the higher job categories, Seifsa's new offer represents a doubling of its original offer of 4c an hour, which led to the break-down of negotiations (FM July 1). The offer for the lower categories is unchanged, however, at 4c. The new proposals provide for across-the-board increases, rather than adjustments to minimum rates — all A-rate workers (artisans) will get 8c more, rates AA to C 6c, rate D 5c, and DD to H (labourers) 4c

The new rates come into effect on September 1. But employers giving increases between next Monday and that date will

be obliged to pay only the difference. The offer provides for greater absolute increases in higher job categories, but greater percentage increases in the lower ones. Seifsa's members employ 450 000 workers, 38% of them whites

Seifsa does not regard its offer as a victory for the unions. It estimates that it will cost the industry only R47,9m compared to the R250m which, it reckons, the unions' original demands would have cost

Drummond also says the new offer is substantially more favourable to employers than the recent mining industry agreement. It will only cost engineering employers R15,59 a month per union member compared to the Chamber of Mines' R25 a month for whites

It appears that Seifsa has not asked for any changes in racial job barriers in exchange for the wage rises

However, the unions have agreed to extend the industry's supplementary agreement (which regulates African job advancement) for the duration of the main wage agreement. Employers regard this as a gain since the unions have argued recently that the supplementary agreement doesn't apply during times when union members' jobs are threatened by economic recession

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% (of 46)

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TABLE

Number of Rooms	1
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Table A.10 has been drawn to illustrate the incidence of overcrowding in Hanover Park. Due to lack of satisfactory definition of the state of overcrowding it has been assumed that the dotted line drawn in represents a fair definition of overcrowding. This being true, 20 households in the sample actually fall into the 'overcrowded' category, i.e. 44% of the sample.

Without reliable figures available for similar areas, it is impossible to test the validity of this estimate; however, it would appear to indicate the need for a future in-depth investigation into the incidence of overcrowding in such areas, as well as quality of services available in homes.

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Labour relations *ARGUS* expert for city *27/7/77*

THE chairman of the recently appointed commission of inquiry into labour relations, Professor N. E. Wiehahn, will speak to members of the Cape Chamber of Industries at a luncheon on August 30.

Professor Wiehahn has just come back from an overseas tour in which he studied labour negotiating systems practised in other parts of the world.

He is director of the Institute of Labour Relations at the University of South Africa and adviser to the Minister of Labour.

His commission will deal with fundamental issues affecting methods of labour negotiation in this country.

The bargaining position of black labour, discriminatory practices and the operation of the industrial council system are some matters which will come under scrutiny.

Partnership

⁽¹³⁴⁾ ^{Wm}
 Bobby Godsell — former leader of the Young Progs and now an industrial relations officer with the Anglo American Corporation — has just returned to South Africa after a year's study overseas. He spent three months investigating West German industrial relations to assess its relevance to the South African situation. Here PENNY CUMMINS reports his views.

SOUTH African companies fear organised worker power, believes Mr Bobby Godsell, one of the Anglo American Corporation's bright young men. They have opted for the Government-backed works and liaison committee system rather than allowing black trades unions to develop, he said in an interview yesterday.

"Like the British, South African management tries to avoid confrontation with workers wherever possible and seeks to minimise the workers' bargaining capacity," he added.

"The lesson of Germany is that strong unions are not necessarily disruptive to economic progress. They have made an important contribution to Germany's prosperity since the Second World War.

"I think we can learn from the two basic principles which underlie German industry. The first is the self-government of industry. The second is that workers and management should be partners in the creation of wealth."

Mr Godsell is an industrial relations officer for Anglo American. He contrasts the



BOBBY GODSELL... workers committees are not a substitute for unions.

South African system with that of West Germany where there are only 16 industry-wide unions. These form a two-pillared industrial relations system with the workers councils which exist in every firm.

Unions and the workers' reach their own agreements

German lesson for SA

26/1/77

councils are complimentary. Union negotiations are mostly regional while workers' councils negotiate only about specific conditions in a particular plant," he said.

In South Africa only unions for white, coloured and Asian workers are registered. Committees for black workers operate only where employers accept them — and there is no link between the trades unions and committees.

In a three month study tour of West Germany, Mr Godsell found several things relevant to South African industrial relations policy.

• Germany has strong and unified employer associations which can win concessions from the unions and from the government.

• The German Government unlike the South African Government, has no role in collective bargaining. Unions and management reach their own agreements

• For three weeks every year worker representatives attend training courses run by unions and other bodies. Thus the ordinary assembly-line worker is aware of the concepts and problems of management.

• West Germans believe that both workers and management are dissatisfied when a decision is reached through government intervention.

* In West Germany labour courts hear industrial disputes. Their decisions, usually compromises, are accepted by both workers and management. The majority of cases cover dismissals and wage disputes.

"The South African works committee system will remain ineffective until there is a system of solving disputes between labour and management," said Mr Godsell.

"It is difficult to decide, for instance, whether an

employee is being victimised or dismissed because of bad work. In Germany there is a huge body of legal precedent. Workers and management both know where they stand. In South Africa there is very little case law, and workers can't afford test cases.

"In Germany the unions can afford to finance the workers' legal costs. Where they reject the worker's case he can still receive State legal aid.

"German workers and management share joint responsibility and joint goals within a free enterprise system.

"The need for a similar responsible partnership is especially important for South Africa where the potential for industrial conflict is greater because of the double conflict between worker and manager, black and white," concludes Mr Godsell.

LABOUR COMMISSION

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The new era?

FIN MAIL

22/7/77

Professor Nic Wiehahn, chairman of the Commission of Enquiry into Industrial Legislation is causing a stir these days. His inaugural lecture as Unisa "Professor Extraordinarius" last week was a case in point.

Wiehahn criticised "discrimination and elements of paternalism" in SA's "dualistic" labour relations system — where Africans can only bargain at factory level, whereas non-Africans have the use of industrial councils and trade unions. He also obliquely attacked job reservation, describing it as an area in which workers were perhaps too protected.

He stressed that he would not commit the commission to specific objectives but that its appointment "bugled the last post of the first 100 years of our labour relations system," which, he implied was obsolete. But Wiehahn also warned that "moves by some employers to recognise black trade unions could subject our system to strains it cannot bear."

SA's priorities were to eliminate "dualism and discrimination", stimulate vocational and trade union training, encourage labour research and find a way of handling conflicts between worker and worker (presumably caused by the jobs colour bar).

SA would also have to move from conciliating industrial conflict to preventing it, Wiehahn added. An impartial labour court was needed, and on the bargaining issue SA faced four alternatives: to allow blacks into registered unions (and allow the works and liaison committees to die); allow non-Africans on to committees (and allow the industrial councils to die); a mixture of the two; or a scrapping of the present system altogether and the building of a totally new one.

All pretty heady stuff. But two questions beg to be answered: how will ideas

like these go down if they are raised in the commission? How far-reaching are they anyway?

A key point on the first issue is that the commission will not look at the public sector (including the railways) or the mines. So statutes like the Mines and Works Act, which entrenches job reservation on the mines, are outside the commission's brief, which is evidently limited to devising a system for commerce and secondary industry only

As a result, much of the constituency of the SA Confederation of Labour seems outside the province of the commission. Whatever changes the commission may propose will therefore affect their member unions much less than they affect non-Confederation workers.

The second is more ticklish. Wiehahn seems committed to doing something about what he sees as blatant race discrimination. He is also committed to the "six rights of democratic labour" to work, to associate, to bargain, to strike, and the rights to protection and training.

This need not necessarily imply recognising African trade unions or allowing Africans to join existing registered unions. The right to bargain, for instance, could be interpreted to mean only committees or plant level "enterprise unions" (FM last week)

Even the scrapping of certain aspects of statutory job reservation (which seems on the cards) doesn't mean scrapping the rights of non Africans to negotiate racially exclusive "closed shop agreements"

The committee system provides rather limited scope for change, of course. The view has also been expressed by people in influential quarters that multi racial worker organisations should have "checks and balances" built into them to stop non-Africans being "swamped" by Africans

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One factory, one union

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FM 15th July 1977

"Enterprise unionism" is being mooted by an increasing number of influential businessmen and academics — and opposed by trade unions. Here's what the argument's about

They say in Harlan county, there are no neutrals there

You either are a union man or a scab for JH Blair — US folk song circa the turn of the century

It's not quite like that in SA yet — at least not on the factory floor. But employers are increasingly beginning to worry that it could turn out that way as black industrial muscle increases.

There's a growing realisation that SA's labour relations system for Africans is obsolete. A "solution" which many bosses are coming up with is the extension of the works and liaison committee system into one of "enterprise unions" — factory-level bargaining with teeth.

It's not a new idea. The recent amendments to the Bantu Labour Relations Regulation Act incorporate aspects of it. And it was backed publicly as long as three years ago by General Mining's Wim de Villiers. It now appears to be gaining more support — among businessmen and among influential academics close to government thinking.

While it's anybody's guess what precise solutions the Wiehahn Commission will devise, plant-level labour relations are likely to be a key item.

When De Villiers first mooted the idea, he argued that there were severe deficiencies in SA's existing committee system. He added, however, that SA should "avoid the UK model" where "the work-force can become a power base for parties motivated by self interest" — a danger which he said was especially great among SA Africans.

SA labour relations ought, therefore, contended De Villiers, to concentrate on beefing up the committee system — to the extent that committees should be allowed to negotiate legally binding wage agreements with their employers.

The idea didn't get much support then, as most employers were happy with the way the committee system was operating. This is now changing, however. Employers have been jolted by the events

of the past year, and the Wiehahn Commission is perhaps one result. Growing support for the "enterprise union" idea is another.

Some people see the Japanese system — where "enterprise unions" are the main worker organisations — as an analogy. They argue that countries like Sweden, West Germany and the US also use elements of the system.

Says Anglovaal and SA Foundation boss Basil Hersov, a new supporter of the idea: "Unions can bring an entire industry to a halt because of a local dispute. Plant based organisations wouldn't."

Trade unions, and others close to the labour scene, are suspicious of the "enterprise union" idea.

They argue that workers need strong national organisations to put their case and give them muscle, and that full-time officials, who are immune to victimisation, are vital to any worker body. They maintain too that the "enterprise union" idea is not only an attempt to curb the

free association of workers, but a cynical device "designed to do two other things — keep (white) management in control and split (black) workers' power".

The idea also has stern critics among management and industrial relations men, such as Institute of Industrial Relations director Sam van Coller, who argues that strong bargaining bodies are needed, and also stresses the danger of "leap-frogging" — ie workers' demanding wage rises because of awards in neighbouring plants.

"The current engineering industry dispute is a good example. For the first time in years, economic conditions have put strains on bargaining. But it's a fair bet that the dispute will be resolved, and a fairer one that it would have got out of control if handled at company level."

Other critics argue that the Japanese system is inappropriate and that the US, with a large element of local bargaining, has one of the highest strike records in the world.

Supporters of De Villiers' ideas reject



SA Foundation's Hersov (left) and General Mining's Wim de Villiers ... opting for factory-level bargaining with a clout

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They say they're not talking about US-style company unions, which were introduced in the Thirties, but are now discredited because workers rejected them as "bosses' unions".

"What we want is a dramatic strengthening of the committee system, so that employers are forced to talk to workers in the plant. At the moment, employers simply foist that responsibility on to employer association men" says one.

These supporters of the idea deny that they are seeking to supplant unions. Nor are they excluding workers from forming "umbrella bodies" with a wide base.

Some officials support a "three-tier" system. Enterprise organisations could elect representatives to regional bodies, like the present regional Bantu Labour Committees, but they would be composed of worker representatives. This could then lead to national bodies — perhaps a National Labour Relations Board — with employer and worker members.

These larger bodies could then lay down wage minima (so preventing leap-frogging), protect workers from victimisation, and the like.

Some of the supporters of enterprise unions are not prepared to contemplate

umbrella bodies. Most of the latest converts have latched on to it simply as a way of "keeping the unions out" and of avoiding bargaining with African workers. Some would even like to extend the idea to non-Africans, seeing it as a way of "drawing the white unions' teeth".

What there does appear to be is a consensus on giving African workers a say of some sort at plant level. But the critics insist that this should not be done at the expense of denying their right to bargain on an industry-wide basis.

How to reconcile the two concepts is going to be the big challenge.

(134)

GENERAL NOTICES

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NOTICE 445 OF 1977 8/7/77

DEPARTMENT OF LABOUR

APPOINTMENT OF COMMISSION OF INQUIRY
INTO LABOUR LEGISLATION

It is hereby notified for general information that the State President has been pleased to appoint Professor Nicholas Everhardus Wiehahn, as a member and as chairman and the following persons as members of a Commission of inquiry into labour legislation:

Prof Petrus Jacobus van der Merwe;
Dr Errol Piam Drummond;
Mr Christiaan Willem Hendrik du Toit;
Mr Thomas Ignatius Steenkamp;
Mr Richard Vincent Sutton;
Mr Arthur Izak Nieuwoudt;
Mr James Arthur Grobbelaar;
Mr Christoffel Paul Grobler;
Mr Townsend Stafford Neethling;
Mr Nicolaas Johannes Hechter;
Mr Gopie Munsook;
Mr Christian Aledore Botes; and
Mr Benny Ntseare Mokoatle.

The Commission's terms of reference are as follows:

To inquire into, report upon and make recommendations in connection with the existing labour legislation, namely the -

- (a) Industrial Conciliation Act, 1956 (Act 28 of 1956),
- (b) Bantu Labour Relations Regulation Act, 1953 (Act 48 of 1953),

- (c) Wage Act, 1957 (Act 5 of 1957),
- (d) Factories, Machinery and Building Work Act, 1941 (Act 22 of 1941),
- (e) Shops and Offices Act, 1964 (Act 75 of 1964),
- (f) Apprenticeship Act, 1944 (Act 37 of 1944),
- (g) Training of Artisans Act, 1951 (Act 38 of 1951);
- (h) Bantu Building Workers Act, 1951 (Act 27 of 1951);
- (i) Electrical Wiremen and Contractors' Act, 1939 (Act 20 of 1939);
- (j) Workmen's Compensation Act, 1941 (Act 30 of 1941);
- (k) Unemployment Insurance Act, 1966 (Act 30 of 1966);
- (l) Registration for Employment Act, 1945 (Act 34 of 1945);

with specific reference to—

(i) the adjustment of the existing system for the regulation of labour relations in South Africa with the object of making it provide more effectively for the needs of our changing times,

(ii) the adjustments, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require;

(iii) the elimination of bottle-necks and other problems which are at present being experienced within the entire sphere of labour, and

(iv) the methods and means by which a foundation for the creation and expansion of sound labour relations may be laid for the future of South Africa

All inquiries may be directed to the Secretary of the Commission of Inquiry into Labour Legislation, Private Bag X117, Fricoria.

(8 July 1977)

FARM LABOUR IN THE CITRUSDAL VALLEY

Jan Theron

This essay concerns the living conditions on farms in the Citrusdal valley - as revealed by interviews with farm workers and information workers, personal experience are also made to the labour situation as elements in this structure has been through accounts of the workers, and deals there

CITRUSDAL is a small farm (Africans) 160 km north of the Orange River. Another 120 km north of Citrusdal portion of the valley lies on the west and the Orange River 30 kilometres north of the dam, 30 kilometres south.

It was on this southern part of the valley a questionnaire survey was conducted towards from the farm and on towards towards the Swartland. The farms are predominantly citrus growing, well as vegetables, fruit, and therefore mixed, and it is not a production on farms. Also it is divided into a variety of sub-divided portions of older farms independently, and large consolidated farms and several farms la-

The farms have this in common: the presence of permanent farm workers, the majority of whom are of African origin. The great majority of farms typically there are workers in the proximity of a few farms. They are either permanently resident in the valley, or on 11 months' requirements for seasonal labour are met locally, by the women who work for casual rates. They are permanent farm workers. Some farms have permanent workers, others more than 50.

of the farm worker, while they have the same development and the same farm structure - everywhere there are the symptoms of poverty and deprivation - illiteracy, high infant mortality, inadequate clothing, poor nutrition, endemic alcoholism.

13 farmers and 50 workers were interviewed in separate questionnaires. The conditions on 16 farms in Citrusdal are set out in the tables attached.

FIN. MAIL 8/7/77 (134)
LABOUR COMMISSION

Wiehahn's thoughts

Whether the commission into labour laws formally constituted this week will come up with wide ranging changes remains to be seen. But it is certainly likely to report soon.

During a recent visit to London, commission chairman Professor Nic Wiehahn apparently told UK businessmen that the commission should report before Parliament reconvenes in January, and that its recommendations could form the basis of legislation during the next session.

Financial Mail July 8 1977

The FM learns that Wiehahn also told these businessmen he favours scrapping job reservation, and would like to see plant-level bargaining for Africans strengthened. But it seems he is against the recognition of African trade unions.

Wiehahn apparently stressed that he was primarily on a fact finding mission. He did, however, discuss the idea of co-operation with the UK SA Trade Association in producing a booklet for British employers here on SA labour laws.

He stressed that his views were not necessarily those of the commission, and implied he was taking seriously the problem of reconciling his views with those of other members.

The Uksata men were apparently impressed with Wiehahn and believe he will be able to effect early changes in SA labour law. It remains to be seen how these ideas will be received by the commission.

The Industrial Tribunal's review of job reservation - on the go at present - may get rid of most job reservation any way. In any case, most bars to African job advancement come through union "closed shop" agreements, not through job reservation. So the key issue for the commission is likely to be that of African worker representation.

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FARM LABOUR

dericks, who heads the feasibility committee charged with setting up the federation, tells the *FM* the unions will meet in early September to attempt to launch the new body. A draft constitution will be presented for debate

The committee appears however, to be some way from achieving consensus among all independent unions. Fredericks concedes "We're still having problems getting people together, particularly in the Transvaal" But "all the groups are trying very hard to resolve their differences," and he's optimistic that the federation will get off the ground in September.

Nevertheless, problems on the Reef are still immense. The main stumbling block is the relationship between the Consultative Committee — a loose grouping of some 10 unions — and the Council of Industrial Workers for the Witwatersrand (CIWW).

The differences are the result of the CIWW's decision to begin organising chemical workers — despite the existence of the SA Chemical Workers' Union, which is attached to the Consultative Committee

CIWW claims that because the Chemical Workers' Union's resources are limited, there's a need in the industry for another union. Consultative Committee men retort that the move "is a blatant attempt to fragment unions."

A second issue is the Committee's objection to union advisory and service bodies joining the proposed federation. "We want to use these bodies' resources, but they shouldn't be confused with unions," says a Committee man.

How both issues are resolved will decide the success of the September meeting "We'll probably be going there, but we'll have certain demands and won't

join unless they're met," a Consultative Committee man tells the *FM*

A further major problem is the withdrawal of the Cape based Western Province Workers Advice Bureau from the feasibility committee

The Bureau has promised, however, to attend the September meeting. But even if it stays out, the move is likely to make little difference. The Bureau has no unions under its wing and organises workers at plant level only

Africans) 160 km north of the Orange River. Another 120 km north of Citrusdal portion of the Transvaal portion of the Transvaal. It was on this southern

FIX. MAIL 8/7/77
BLACK UNION FEDERATION
 Progress, but . . . 134

Efforts to form a black trade union federation (*FM*, June 3) continue. Though it's by no means certain that all major unions will opt to join, the proposed federation could soon become the most representative union body in SA. Durban motor unionist Brian Fre-

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African workers . . . No easy road to union unity

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2 000 jobs for blacks

JOHANNESBURG. — Laying on an electricity supply to Soweto would initially create jobs for about 2 000 black people, and improve the quality of life, Mr S R Whiting, deputy managing director of LTA, said here yesterday.

He delivered a paper prepared by Powercon, a consortium of Roberts Construction, LTA and Siemens, and Marplan at the 10th annual economic congress of the International Association of Commerce and Economics Students which began here on Monday.

"Perhaps the most significant changes that will occur in Soweto are sociological changes. The lack of lighting creates a feeling of insecurity," he said.

The project involves 80 000 houses, 2 500 km of trenching, 3 000 km of electrical cables and 15 000 km of house-wiring. It would cost R60m over three to four years.

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(B) CASUAL EMPLOYERS

PROVINCE	EMPLOYMENT				AVERAGE MONTHLY EARNINGS (1)			
	August	August	August	August	1964/65	1968/69	1972/73	Percentage

Mixed board will examine labour laws

PRETORIA. — The members and terms of reference of a multiracial commission to investigate existing labour legislation were announced by the Minister of Labour, Mr S P Botha, here yesterday.

Mr Botha told Parliament on May 12 that the commission would examine the legislation, particularly in the light of changing times.

The commission's chairman would be Professor N E Wiehahn, his labour adviser, Mr Botha said in a statement.

The terms of reference would be to inquire into 12 acts passed since 1939 with specific reference to:

- The adjustment of the existing system for the regulation of labour relations in South Africa with the object of making it provide more effectively for the needs of our changing times;

- The adjustment, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require;

- The elimination of bottlenecks and other problems which are at present experienced within the entire sphere of labour; and

- The methods and means by which a foundation for the creation and expansion of sound labour relations may be laid for the future of South Africa.

In addition to Professor Wiehahn, the members would be Professor P J van der Merwe, labour economist at the University of Pretoria; Dr E P Drummond of the Steel and Engineering Industries Federation of South Africa; Mr C W H du Toit of the Federated Chamber of Industries; Mr T I Steenkamp of the General Mining and Finance Corporation Ltd; Mr R V Sutton of SA Breweries; Mr A I Nieuwoudt, president of the SA Confederation of Labour; Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa; Mr C P Grobler of the Railways Artisans' Staff Association; Mr T S Neethling of the Confederation of Metal and Building Unions; Mr N J Hechter of the Department of Labour, Mr G Munsook, an Executive Committee member of the South African Indian Council; Mr C A Botes of the National Union of Furniture and Allied Workers and Mr B N Mokoatle, a lecturer at the school of business leadership of the University of South Africa.



Mr S P Botha

Entire spectrum

"I wish to emphasize that the members of the commission have not been appointed by virtue of their association with any specific body or organization but to cover the entire spectrum of our labour field," Mr Botha said.

The commission will examine the 1956 Industrial Conciliation Act, the 1953 Bantu Labour Relations Regulation Act, the 1957 Wage Act, the 1941 Factories, Machinery and Building Workers Act, the 1939 Electrical Wiremen and Contractors' Act, the 1941 Workmen's Compensation Act, the 1966 Unemployment Insurance Act and the 1945 Registration for Employment Act. — Sapa

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TRANSVAAL	123 631	308 871	240 223	249,8	-22,2			
O.F.S.	47 498	117 601	101 214	247,6	-13,9			
R.S.A.	328 263	778 966	627 463	237,3	-19,4			
TOTAL								

(1) 134

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Multiracial probe into labour laws

ARGUS 4/7/77

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The Argus Correspondent

PRETORIA. — The members and terms of reference of a multiracial commission to investigate existing labour legislation were announced by the Minister of Labour, Mr S P Botha, here today.

Mr Botha told Parliament on May 12 that the commission would examine the legislation, particularly in the light of changing times.

The commission's chairman would be Professor N E Wiehahn, his labour adviser, M Botha said in a statement

The terms of reference would be to inquire into 12 Acts passed since 1939 with specific reference to

● The adjustment of the existing system for the regulation of labour relations in South Africa with the object of making it provide more effectively for the needs of our changing times,

● The adjustments, if necessary, of the existing machinery for the prevention and settlement of disputes which changing needs may require,

● The elimination of bottlenecks and other problems which are at present experienced within the entire sphere of labour,

● The methods and means by which a foundation for the creation and expansion of sound labour relations may be laid for the future of South Africa

OTHER MEMBERS

In addition to Professor Wiehahn, the members would be

Professor P J. van der Meire, labour economist at the University of Pretoria, Dr E P Drummond of the Steel and Engineering Industries Federation of South Africa, Mr C. W H du Toit of the Feder-

ated Chamber of Industries, Mr T I Steenkamp of the General Mining and Finance Corporation Ltd,

Mr R. V. Sutton of SA Breweries, Mr A. I Nieuwoudt, president of the SA Confederation of Labour, Mr J. A Grobelaar, general secretary of the Trade Union Council of South Africa, Mr C. P Grobler of the Railways Artisans' Staff Association, Mr T. S Neethling of the Confederation of Metal and Building Unions,

Mr N J. Hechter of the Department of Labour, Mr G Munsook, an executive committee member of the South African Indian Council, Mr C A Botes of the National Union of Furniture and Allied Workers and Mr B. N. Mokoatle, a lecturer at the Unisa School of Business Leadership.

TUCSA LABOUR ~~MIRROR~~ MAY/JUNE

Way is reopened for 1977

all-race leadership

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New deal for mixed unions

In what appears to be a breakthrough, the way seems open once again for Coloureds and Indians to serve on the executives of mixed trade unions.

Last year's TucsA conference unanimously resolved to ask the Government to:-

- Amend the Industrial Conciliation Act to revert to the legal position which existed prior to 1956, when White and Coloured members of mixed trade unions had equal rights;
- Eliminate discriminatory provisions in the Act which prevented Coloured members from having an equal opportunity of representation on the executive bodies of unions, and which prevented branches from functioning along non-racial lines.

Suitable representations were made to the Minister of Labour and TucsA has recently been advised by him that the Government's policy concerning racial separation in the trade union movement has not been altered since last TucsA made representations.

However, TucsA's Officers' Committee, considers that the further information which was conveyed in the Ministry of Labour's reply to the Council's representations, is of significance to mixed unions affiliated to the Council.

The relevant section of the Ministry's letter states: "Your Council's attention is however directed to the proviso to section 4 (b) of the Industrial Conciliation Act, in terms of which the Minister may, upon application from a union whose membership is open to both White persons and Coloured persons, and provided he is satisfied that the number of White persons or Coloured persons eligible for membership thereof is too small to enable them to form an effective separate union, authorise the Industrial Registrar to register such union in respect of both White persons and Coloured persons.

"As far as the executive bodies of mixed trade unions are concerned, it has been decided that it is a matter which should be regulated by way of exemptions in order to grant realistic representation on such bodies and also to ensure that minority groups are not totally eliminated."

This appears to reflect a more flexible approach by the Minister of Labour and TucsA has circularised all member unions advising them to carefully study the implications of the Ministry's reply and to determine whether or not the opportunity exists for them to obtain permission to function in a more suitable and beneficial fashion in the interests of their members.

TUCSA LABOUR MIKADO 1977
WAY/TANG

Watershed

labour inquiry

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"The most significant move in industrial relations in 30 years," was how Tucsas general secretary, Arthur Grobbelaar, hailed the announcement of a commission of inquiry to investigate all aspects of labour legislation

The appointment of a commission, which will be empowered to recommend new legislation, was announced in Parliament by the Minister of Labour, Mr Fanie Botha

Professor Nic Wiehahn, a former engine cleaner on the Railways who will chair the commission, described it as a "watershed in the history of labour relations in South Africa."

The last commission of inquiry into labour laws was almost 30 years ago and its recommendations were ignored by the Government of the time

Professor Wiehahn said. "If we don't succeed it will be too late to do anything in this field."

He said the commission would not be working towards any predetermined goals but he hoped it would lay the foundations for a system of harmonious labour relations for the future of South Africa

"Without predicting the course of action of the commission we shall be setting out from the premise that the present labour laws need updating and that a new labour relationship has to be evolved"

He added that "problem areas" such as job reservation would "come under the microscope"

Professor Wiehahn, who was appointed adviser to the Minister of Labour earlier this year, is on a fact-finding tour of Europe and North America where he is holding talks with all representatives of all sections of industry, business and labour in the major industrial countries

One important aspect of the commission of inquiry into the labour laws is that it will be composed of people who have first-hand knowledge of labour matters

Both Tucsas and the S A Confederation of Labour will be represented, Tucsas by Arthur Grobbelaar and the Confederation by its president, Mr Att Nieuwoudt, while employer group expected to have representatives on the commission include Seifsa, the FCI and the Afrikaanse Handelsinstituut

The commission will also be multiracial, with one or more Africans as well as Coloureds and Indians expected to be appointed

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Act No. 84, 1977

BANTU LABOUR RELATIONS REGULATION
AMENDMENT ACT 1977

ACT

To amend the Bantu Labour Relations Regulation Act, 1953, so as to define or further define certain expressions; to alter the constitution of the Central Bantu Labour Board and certain committees; to provide for the establishment and functions of co-ordinating liaison committees; to extend the powers of certain committees; to further regulate the settlement of disputes; to further regulate the making of certain orders and the prohibition of strikes and lock-outs; to extend the provisions relating to the observance of secrecy and victimization; to ensure freedom of association of employees; and to provide for matters connected therewith.

(African text signed by the State President)
(Assented to 17 June 1977)

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows —

Amendment of section 1 of Act 48 of 1953 is amended by section 1 of Act 70 of 1973

1. Section 1 of the Bantu Labour Relations Regulation Act, 1953 (hereinafter referred to as the principal Act), is hereby amended —

- (a) by the substitution for the definition of "Bantu labour officer" of the following definition
"Bantu labour officer" means a Bantu labour officer appointed in terms of section 8, and includes an assistant Bantu labour officer appointed thereunder;
- (b) by the insertion after the definition of "board" of the following definition
"co-ordinating liaison committee" means a co-ordinating liaison committee established under section 71";
- (c) by the deletion of the definition of "European"; and
- (d) by the insertion after the definition of "this Act" of the following definition
"trade" includes any undertaking, industry or occupation, and any section or any portion of any such trade.

Amendment of section 3 of Act 48 of 1953

2. Section 3 of the principal Act is hereby amended by the substitution for paragraphs (a) and (b) of subsection (2) of the following paragraphs

- "(a) one shall be appointed by the Minister to be chairman of the board, and
- (b) the remaining members shall be appointed by the Minister after consultation with the regional committees and shall be persons who, in the opinion of the Minister, are competent to represent the interests of employees"

Act No. 84, 1977

BANTU LABOUR RELATIONS REGULATION
AMENDMENT ACT, 1977

Amendment of
section 4 of
Act 48 of 1953
as amended by
section 2 of
Act 70 of 1973

3 Section 4 of the principal Act is hereby amended—

(a) by the substitution for subsection (2A) of the following subsection

“(2A) Members appointed in terms of subsection (2) after the commencement of the Bantu Labour Relations Regulation Amendment Act, 1977, shall, in so far as the Minister deems it expedient, be selected from among the members of such co-ordinating liaison committees, liaison committees, co-ordinating works committees or works committees as may exist in the area in respect of which the regional committee concerned has been established”, and

(b) by the substitution for subsection (4) of the following subsection

“(4) (a) A regional committee—

(i) shall for the purpose of dealing with any labour dispute, in any trade co-opt as members of such committee one or more elected members of any co-ordinating liaison committee or liaison committee, or one or more members of any co-ordinating works committee or works committee existing in the trade and area in question,

(ii) may for the purpose of dealing with any other matter affecting employees in any trade co-opt as members of such committee one or more elected members of any co-ordinating liaison committee or liaison committee or one or more members of any co-ordinating works committee or works committee existing in the trade and area concerned

(b) Any member co-opted under paragraph (a) (i) or (ii) shall, for the purposes of dealing with the dispute or matter concerned, be deemed to be a member of the regional committee”

Amendment of
section 6 of
Act 48 of 1953

4. Section 6 of the principal Act is hereby amended—

(a) by the substitution for paragraph (a) of subsection (1) of the following paragraph

“(a) maintain contact with employees with a view to keeping itself informed as to the wages or other conditions of employment of employees in its area generally and in particular trades,”, and

(b) by the substitution for paragraph (c) of the said subsection (1) of the following paragraph

“(c) assist in the settlement of labour disputes, and”

Substitution of
section 7 of
Act 48 of 1953
as substituted by
section 3 of
Act 70 of 1973

5. The following section is hereby substituted for section 7 of the principal Act

Establishment and functions of liaison committees

7. (1) An employer and his employees concerned may establish—

(a) in respect of the establishment in which they are employed by him,

(b) in respect of any section of such establishment, or

(c) where the employer has more than one establishment in the same trade, with the approval of the Secretary for Labour or any officer designated by him for that purpose, in respect of those establishments,

a liaison committee—

(i) consisting of such number of members as may be determined by the employer and the said employees,

(ii) of which not less than one-half of the members shall be elected by the said employees from among their number at such intervals as may be so determined, and the other members shall be persons designated by the employer to represent him on such committee,

Act No 84, 1977

BANTU LABOUR RELATIONS REGULATION
AMENDMENT ACT, 1977

(iii) of which the chairman shall be a person (who need not be a member of such committee) designated either by the employer or in a manner determined by the members of such committee, and

(iv) of whose members, in the case contemplated in paragraph (c), at least one shall be elected in respect of each establishment referred to in the said paragraph (c), and from among the employees therein

(2) The functions of a liaison committee shall be—

(a) where no co-ordinating liaison committee exists in respect of the establishment or establishments concerned, to negotiate and enter into agreements with the employer in relation to the wages or other conditions of employment of the employees concerned and, where any such co-ordinating liaison committee exists, to make recommendations regarding such wages or other conditions of employment to such co-ordinating liaison committee, and

(b) to consider other matters which are of mutual interest to the employer and such employees, in accordance with rules adopted by it

(3) Any agreement entered into under subsection (2)

(a), shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No 22 of 1941), the Shops and Offices Act, 1964 (Act No 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned

(4) Any employer on whom any agreement is binding in terms of subsection (3) shall retain a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises

(5) An employer shall, within thirty days after the establishment of a liaison committee by him and his employees, notify the inspector defined by regulation of the establishment of such committee

(6) An employer who fails to comply with the provisions of subsection (4) or (5) shall be guilty of an offence

Amendment of section 7A of Act 18 of 1953, as inserted by section 4 of Act 70 of 1973

6. Section 7A of the principal Act is hereby amended—

(a) by the substitution for subsection (9) of the following subsection

“(9) A works committee may adopt rules with reference to—

(i) the calling and conduct of meetings of the committee and the quorum for such meetings,

(ii) the admittance to meetings of the committee of employees of the employer concerned who are not members of the committee, or of the said employer or his authorized representative,

(iii) the procedure which is necessary or expedient for the proper functioning of the committee”

(b) by the substitution for subsection (10) of the following subsection

“(10) (a) The functions of a works committee shall be to communicate the wishes, aspirations and requirements of the employees in the establishment or section of an establishment in respect of which it has been elected, to their employer and, where no liaison committee exists in respect of such establishment or section, to negotiate and enter into agreements with their employer in relation to their

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wages or other conditions of employment, and where any such liaison committee exists, to make recommendations regarding such wages or other conditions of employment to such liaison committee

- (b) Any agreement entered into under paragraph (a) shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No 22 of 1941), the Shops and Offices Act, 1964 (Act No 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned
- (c) Any employer on whom any agreement is binding in terms of paragraph (b) shall retain a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises", and
- (c) by the substitution for subsection (13) of the following subsection
- "(13) An employer who fails to comply with the provisions of subsections (2), (3) (b), (4), (10) (c) or (12) shall be guilty of an offence"

Amendment of section 7B of Act 48 of 1953, as inserted by section 4 of Act 70 of 1973

7. Section 7B of the principal Act is hereby amended—

- (a) by the substitution for subsection (4) of the following subsection
- "(4) (a) The functions of a co-ordinating works committee shall be to co-ordinate the activities of the works committees of the various sections of the establishment in question and, where no co-ordinating liaison committee exists in respect of such establishment, to negotiate and enter into agreements with the employer in relation to their wages or other conditions of employment and, where any such co-ordinating liaison committee exists, to make recommendations regarding such wages or other conditions of employment to such co-ordinating liaison committee
- (b) Any agreement entered into under paragraph (a) shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No 22 of 1941), the Shops and Offices Act, 1964 (Act No 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned
- (c) Any employer on whom any agreement is binding in terms of paragraph (b) shall retain a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises", and
- (b) by the substitution for subsection (7) of the following subsection
- "(7) An employer who fails to comply with the provisions of subsection (4) (c) or (6) shall be guilty of an offence"

Amendment of section 7C of Act 48 of 1953 as inserted by section 4 of Act 70 of 1973

8. Section 7C of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection

"(1) Any committee existing at the commencement of the Bantu Labour Relations Regulation Amendment Act, 1977, and which consists of employees in the establishment of an employer or a section thereof and representatives of that employer or of such employees and which performs substantially the same functions as those of a co-ordinating liaison committee or a liaison committee or a co-ordinating works committee or works committee, shall for the purposes

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of this Act be deemed to be a co-ordinating liaison committee or a liaison committee or a co-ordinating works committee or a works committee, as the case may be, established in terms of the relevant provisions of this Act "

Amendment of section 7D of Act 48 of 1953 is inserted by section 4 of Act 70 of 1973

9. Section 7D of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection

"(1) Whenever an employer has reason to believe that a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee established in respect of his establishment or a section thereof, has ceased to function, he shall as soon as practicable notify the inspector defined by regulation accordingly and shall indicate in the notice such facts or circumstances as he may consider to be the reasons why the committee in question has ceased to function "

Substitution of section 7E of Act 48 of 1953, as inserted by section 4 of Act 70 of 1973

10. The following section is hereby substituted for section 7E of the principal Act

7E. Consultation with co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee in connection with labour dispute
A regional committee, an inspector defined by regulation or a Bantu labour officer acting in terms of the provisions of this Act in connection with any labour dispute in an establishment or section of an establishment in respect of which a co-ordinating liaison committee or liaison committee or a co-ordinating works committee or a works committee exists, shall consult with the co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee concerned in regard to the dispute and the settlement thereof "

Insertion of section 7F in Act 48 of 1953

11. The following section is hereby inserted in the principal Act after section 7E

7F. (1) Establishment and functions of co-ordinating liaison committees
(1) If liaison committees have been established in respect of two or more sections of an establishment, such liaison committees may, after consultation with the employer, establish a co-ordinating liaison committee consisting of a number of members determined by such liaison committees and one half of which shall be nominated by the employer and the other half of which shall be elected by the employees concerned from among the elected members of such committees

(2) The members of a co-ordinating liaison committee shall elect from among their number a chairman and a secretary of that committee

(3) (a) The functions of a co-ordinating liaison committee shall be to co-ordinate the activities of the liaison committees in question and to negotiate and enter into agreements with the employer in relation to the wages or other conditions of employment of the employees concerned and to consider any other matter affecting their interests

(b) Agreements entered into in terms of paragraph (a) shall be not less favourable to the employees concerned than any relevant provision of the Factories, Machinery and Building Work Act, 1941 (Act No 22 of 1941), the Shops and Offices Act, 1964 (Act No 75 of 1964), or any wage regulating measure or any order, shall be reduced to writing and shall be binding on the employer concerned and the employees concerned

(c) An employer upon whom any agreement is binding in terms of paragraph (b) shall keep a copy thereof in safe custody and shall affix and keep affixed another copy thereof in some conspicuous place upon his premises

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(4) An employer who fails to comply with the provisions of subsection (3) (c) shall be guilty of an offence

(5) The provisions of sections 7 (5) and (6) and 7A (9) and (11) shall apply *mutatis mutandis* with reference to a co-ordinating liaison committee "

Amendment of
section 8 of
Act 48 of 1953

12. Section 8 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:

"(1) The Minister may in respect of any area appoint a Bantu labour officer and so many assistant Bantu labour officers as he may deem fit "

Amendment of
section 9 of
Act 48 of 1953,
is amended by
section 5 of
Act 70 of 1973

13. Section 9 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:

"(1) Whenever any industrial council proposes to determine wages or other conditions of employment to be incorporated in any agreement under the Industrial Conciliation Act in respect of any trade in which Bantu are employed in the area in which such agreement is intended to apply, the secretary of that council shall send to the board and any regional committee established in respect of the area or any portion of the area in which the agreement in question is intended to apply, a notice in the prescribed form of every meeting of the industrial council at which the matter is to be considered, and not less than fourteen days before the date of the meeting in question "

Substitution of
section 10 of
Act 48 of 1953

14. The following section is hereby substituted for section 10 of the principal Act

Settlement
of disputes

10. (1) Whenever a labour dispute exists in an establishment or a section of an establishment, the employer concerned shall forthwith notify the inspector defined by regulation thereof

(2) Whenever a Bantu labour officer has reason to believe that in the area in respect of which he has been appointed or any portion of that area a labour dispute exists or may arise in any trade, he shall forthwith report thereon to the regional committee concerned, to the inspector defined by regulation and, where an industrial council has been registered under the Industrial Conciliation Act in respect of that trade and that area or any portion of that area, also to such industrial council

(3) The Bantu labour officer shall, with the assistance of the regional committee and in collaboration with the inspector referred to in subsection (2), endeavour to effect a settlement of the matters which form or might form the subject of any such labour dispute, and shall, failing such a settlement, refer the matter to the board which shall thereupon endeavour in collaboration with such officer and such inspector to effect a settlement

(4) Whenever a settlement cannot be effected under subsection (3), the board shall report accordingly to the Minister and indicate whether in its opinion the matter should be referred to the Wage Board for a recommendation as to the conditions in accordance with which a settlement should be effected. Provided that if the employees who are affected by the labour dispute or expected labour dispute are employed by an employer as defined in section 18 (1A) and such dispute concerns wages or other conditions of employment, the Minister shall refer the matter to the Wage Board for a recommendation as to the condi-

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tions in accordance with which a settlement should be effected

(5) An employer who fails to comply with the provisions of subsection (1) shall be guilty of an offence "

Amendment of
section 11 of
Act 48 of 1953

15. Section 11 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection

(1) Upon the receipt of a report from the board in terms of section 9 (4) or section 10 (4) the Minister shall, if the board so recommends or the circumstances referred to in the proviso to the said section 10 (4) are present, request the Wage Board to submit to him a recommendation, in the case of a report under section 9 (4), on such matters as in the opinion of the board should be determined, and, in the case of a report under section 10 (4), on all matters which form or might form the subject matter of the labour dispute referred to in that report. Provided that any request made to the Wage Board in pursuance of a report under section 9 (4) may be withdrawn by the Minister if before the Wage Board has submitted to him a recommendation in connection with any matter forming the subject of that request, he is advised in writing by the chairman of the board that it agrees with any revised decision arrived at by the industrial council concerned in regard to that matter after the date of the decision to which the report relates "

(b) by the substitution for subsection (6) of the following subsection

"(6) After making an order under subsection (4) or (5), the Minister shall cause to be published in the *Gazette* a notice setting forth the provisions of that order and specifying the date from which, the area in which and the persons to whom it shall apply, as determined by the Minister, and the said provisions shall thereupon subject to the provisions of subsection (7), be binding upon those persons within that area from the date referred to ", and

(c) by the addition of the following subsection.

"(7) The provisions of section 11A (4) shall apply *mutatis mutandis* with reference to an order made in terms of this section "

Amendment of
section 11A of
Act 48 of 1953
as inserted by
section 6 of
Act 70 of 1953

16. Section 11A of the principal Act is hereby amended by the substitution for paragraph (a) of subsection (4) of the following paragraph

(a) The Minister may, from time to time, if he deems it expedient to do so, and after consultation with the Wage Board and the board, by notice in the *Gazette*—

- (i) as from a date or for a period and in respect of an area specified in that notice, cancel or suspend, or
- (ii) as from a date specified in that notice, amend, as he may deem fit,

any one or more of or all the provisions of an order which has been declared to be binding in terms of subsection (3) "

Amendment of
section 13 of
Act 48 of 1953

17. Section 13 of the principal Act is hereby amended by the substitution for paragraph (b) of subsection (1) of the following paragraph

"(b) provide for the administration of any order made in pursuance of the recommendation by a body constituted in such manner as may be specified in the recommendation, "

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Amendment of
section 14 of
Act 48 of 1953

18. Section 14 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection

“(1) If, in the opinion of the Minister, any object of an order is likely to be defeated by the employment in occupations in which Bantu are employed in the trade to which the order relates at other wages or on other conditions of employment than those specified in the order, of persons not included in the definition of ‘employee’ contained in section 1, he may in any notice published by him under section 11 (6) or by a further notice in the *Gazette*, declare that as from a date specified in the notice, all the provisions of the order or such provisions thereof as he may specify, shall *mutatis mutandis* apply in respect of persons who are employees as defined in the Industrial Conciliation Act, and thereupon the provisions of the order or the provisions thereof so specified shall be binding on every employer (as so defined) of any such person and on all such persons”, and

(b) by the deletion of subsection (3)

Amendment of
section 15 of
Act 48 of 1953
as amended by
section 8 of
Act 70 of 1973

19. Section 15 of the principal Act is hereby amended by the addition of the following subsection

“(7) (a) If any employer is notified in writing by an inspector defined by regulation or a body such as is referred to in section 13 (1) (b) that any moneys, as determined by such inspector or body, are payable by him to any person or to such body in terms of any licence of exemption or order or determination which is or was binding in terms of this Act and admits that the moneys so determined are so payable, he may pay such moneys to the said inspector or body, as the case may be, for payment to such person or, where necessary, to the body entitled thereto

(b) If any moneys so paid to an inspector or a body have at the expiry of a period of six months after payment thereof not yet been paid to the person entitled thereto, the inspector or body concerned shall forthwith transmit such moneys to the Secretary for Labour for payment into the State Revenue Fund

(c) On the application by the Secretary for Labour made at any time within a period of three years after the date of any payment of moneys into the State Revenue Fund under paragraph (b), such moneys shall be refunded to the said Secretary for payment to the person entitled thereto”

Amendment of
section 18 of
Act 48 of 1953
is substituted by
section 1 of
Act 59 of 1955
and amended by
section 9 of
Act 70 of 1973

20 Section 18 of the principal Act is hereby amended by the substitution for paragraph (d) of subsection (1) of the following paragraph

“(d) when neither paragraph (a) nor paragraph (b) nor paragraph (c) applies, unless the matter giving occasion for the strike or lock-out has been referred to a co-ordinating liaison committee or co-ordinating works committee which exists in the establishments or establishment concerned and, where no such committee exists, to a liaison committee or works committee which exists in the establishments or establishment concerned and, if any such committee has been unable to effect a settlement or where no such committee is in existence, then, in either event until a report on the said matter has been submitted by or on behalf of the employees or employers who are or would be concerned in the strike or lock-out, to the Bantu labour officer for the area concerned and a period of thirty days reckoned from the date of such report has expired”

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AMENDMENT ACT 1977Substitution of
section 21 of
Act 48 of 1953**21.** The following section is hereby substituted for section 21 of the principal ActSecretly to
be observed

21. Any member of a regional committee, the board, the Wage Board, a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee or a body such as is referred to in section 13 (1) (b), or any officer who discloses, except to the Minister or to an officer or a regional committee or to the board or the Wage Board or a co-ordinating liaison committee or a liaison committee or a co-ordinating works committee or a works committee or such body, any information in relation to any person, firm or business acquired in the exercise of his powers or in the performance of his duties under this Act, shall be guilty of an offence "

Amendment of
section 24 of
Act 48 of 1953
as amended by
section 10 of
Act 70 of 1975**22.** Section 24 of the principal Act is hereby amended by the substitution for paragraph (c) of subsection (1) of the following paragraph

"(c) such employee has participated in the establishment or election or the activities, or functioned as chairman, secretary or member, of a co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee, or has participated in the activities, or functioned as a member, of a regional committee."

Insertion of
section 24A in
Act 48 of 1953**23.** The following section is hereby inserted in the principal Act after section 24Freedom of
association
of employees

24A. (1) (a) No employer shall require of any employee, whether by a term or condition of employment or otherwise, that that employee shall not be or become a member of a regional committee, co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee, or that that employee shall not participate in the establishment or election or activities of any such committee

(b) Any such term or condition in any contract of employment entered into before or after the commencement of this Act shall be void

(2) An employer shall give to any employee who is a member of a regional committee, co-ordinating liaison committee, liaison committee, co-ordinating works committee or works committee or who holds any office in any such committee, every reasonable facility to perform his duties in connection with any such committee

(3) An employer who contravenes any provision of this section shall be guilty of an offence "

Amendment of
section 30 of
Act 48 of 1953**24.** Section 30 of the principal Act is hereby amended by the substitution for subsection (8) of the following subsection

"(8) Whenever any person is charged under subsection (1) of section 24 with having dismissed any person employed by him or reduced the rate of his remuneration, or altered the conditions of his employment to conditions less favourable to him or altered his position relatively to other employees to his disadvantage, by reason of his suspicion or belief in the existence of any fact referred to in paragraph (a), (b) or (c) of that subsection and stated in the charge, and it is proved that the accused dismissed that person, or reduced the rate of his remuneration, or altered the conditions of his employment to conditions less favourable to him, or altered his position relatively to other employees to his disadvantage, the accused shall be presumed, until the contrary is proved to have done so by reason of the suspicion or belief stated in the charge "

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AMENDMENT ACT 1977

Short title
and date of
commencement

25. This Act shall be called the Bantu Labour Relations Regulation Amendment Act, 1977, and shall come into operation on a date fixed by the State President by proclamation in the *Gazette*

More pomp than punch

FIN MAIL
24/6/77

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Labour leaders who attended the PM's talk to registered unions on Wednesday may have come away enthused with the rhetoric and sense of occasion. But they learned little they didn't know already.

There was talk before the meeting that Vorster would announce policy changes. Or that he would spell out government's attitude to wage demands. He did neither. Instead, he delivered a pep talk which was as predictable as an SATV bulletin. He thanked the unions for their responsibility. He stressed there is no crisis in SA (we are simply experiencing the effects of developing too fast he said)

mattered was not what the PM said, but that he was there, the first PM to address organised labour

That was what the meeting was really about -- the sense of occasion not the substance

The get-together was the brain-child of SA Confederation of Labour president, Attie Nieuwoudt, who chaired it. It's a fair bet that the purpose was to stem the murmuring from some non-Confederation unionists by showing that Vorster cared enough to come and talk to them.

"Take what you have heard here back to your members", Nieuwoudt told the

Of course, no African worker leaders (and hence the vast majority of the work force) were there. Which is perhaps why nobody seemed surprised when Vorster said SA hadn't had a strike since 1922 (if anybody had heard of Durban in 1973 and 1974, they certainly weren't saying)



Vorster . . . a sense of occasion -- only

but we face great problems. He appealed for frugality. But that was the closest he came to saying anything about the issues worrying registered unionists at present.

He didn't even refer to wage negotiations presently underway for the mining and engineering industry. Or the railway-men's long-standing pay demands.

SA faces four major tasks he said: correcting the balance of payments, not pricing ourselves out of world markets, not giving in to "so-called international opinion" and "maintaining law and order and our territorial integrity".

"I am not here to lay down the law to you -- I simply want to try to give you an understanding of our problems", said Vorster.

And that was about the tenor of it. Indeed, one got the impression that what

assembled. Whether they will is another matter.

The Confederation men no doubt will. They were there in force and probably endorsed Nieuwoudt's exultant cry at the end of the PM's talk: "Thank God we have a leader like John Vorster".

And most of the Confederation of Metal and Building Union (CMBU) men were there too, along with a fair sprinkling of unaffiliated unions. But they seemed fairly unimpressed. "We've heard it all before," a CMBU man told the *FM*.

Tucsa was not there -- at least not as an organisation. And only a few of its member unions pitched up.

Perhaps they, like the National Union of Distributive Workers, weren't prepared to lend tacit support to a wage freeze. Or perhaps they just couldn't have been bothered.

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Industry can help political situation - De Beer

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Labour Reporter

There are dangers in the extension of industrial rights to blacks, but healthy industrial relations can help to reduce political problems in South Africa.

This view was expressed in Johannesburg last night by Dr Zach de Beer, director of manpower at Anglo American Corporation. He spoke to the discussion group Peil '99.

It was possible that trade union rights might be misused for political purposes. But industrialists should not be deterred by shortcomings outside industry from doing what was right and necessary, he said.

Dr de Beer pleaded for the right of black workers to join existing (white and coloured) trade unions in which they could be trained by experienced people and in which they could act with co-workers within the firm in which they were employed.

TRUST

He said a system imposed by employers or the State was likely to fail. The black worker needed a system he could trust. He was unlikely to accept a system different from that provided for workers of other races in South Africa and elsewhere in the world.

"If we want to establish in-company unions on a firm basis we shall also have to persuade our white trade union people to accept the system," Dr de Beer said.

Mr Wessel Bornman, vice president of the Confederation of Labour, said the in-company system was not popular among whites.

He expressed concern about the "dangerous" situation of a growing black trade union movement — legitimate though unrecognised — operating outside the safeguards provided for the registered trade unions.

However, he opposed trade union rights for blacks because those would amount to political rights and could be misused for political purposes.

Mr Bornman supported the Government's policy of giving black workers bargaining rights but stopping short of full trade union rights.

Unions: We are moderate

23/8/57
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Labour Reporter

The Prime Minister's call on labour to show moderation in wage demands has not changed the trade unions' approach to next week's crucial negotiations.

This is the opinion of several trade union leaders who were among about 400 labour representatives addressed by Mr Vorster in Pretoria last night.

They said they were already moderate and responsible.

On Monday, representatives of almost 500 000 metal workers are to meet employers on the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

The industry's employers turned down labour's previous demands at the last meeting. But they agreed to meet again on Monday to reply to the unions' proposal that pay increases should be staggered — half now and another half in January.

MINISTER

The dispute in the gold and coal mining industry over the employers' refusal to grant any improvements to trade union members will be reviewed on Tuesday before a conciliation board appointed by the Minister of Labour.

Hopes that black mine-workers may get a pay rise in spite of the black labour surplus, and in spite of the stand on trade union pay increases, rose this week.

There was an obligation on the employer to make some adjustment to black wages even amid restrictions on all other wage increases, Mr A. C. Petersen, chairman of Rand Mines, told the annual meeting of the Chamber of Mines on Tuesday.

● Vorster won't yield to the world — Page 27

Vorster warns trade unions of dangers

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PRETORIA — In an address to labour leaders last night, the Prime Minister, Mr Vorster, urged greater saving, frugal living, unity and devotion of purpose to bring South Africa through its troubles.

It was the first time a prime minister has addressed labour leaders in 20 years

Mr Vorster made no new policy announcements and said nothing about wages or prices.

He said his intention was to point to South Africa's problems which warranted the attention of all.

He listed the four biggest dangers to the country as.

The balance of payments position — foreign countries should not have any doubts about South Africa's creditworthiness;

South Africa should ensure a place on world markets, especially with her minerals. "We must not be priced out of world markets. Though we have vital minerals, they are useless to us if we can't sell them. After all we can't eat it."

South Africa could not afford to give in to impossible demands from the outside world. "Though it would not necessarily cost us anything to give into these demands, if we did, it would make us the most popular corpse in the world."

The threat to security. Mr Vorster said the security of a country cost big money. "Nothing is more expensive than war, and war materials."

Mr Vorster said the Russian imperialists aimed at seizing Southern Africa from Zambia to the Cape, thus gaining a monopoly of necessary minerals. They would then hold the world to ransom for these, just as the Arabs had done with oil.

Mr Vorster gave figures showing that South African food prices and taxation were lower than

most other comparable developing countries such as Canada, Australia and New Zealand, but showed that South Africa's savings ratios were lower.

Mr Vorster applauded South African labour for being "so responsible" and took pleasure in quoting from a British Government pamphlet titled "Industrial Relations."

The pamphlet detailed that in ten years up to 1975 strikes and work stoppages accounted for a loss of 86 million working days in Britain.

Mr Vorster said that when he was asked abroad: "Do you have strikes in South Africa?" he replied "Yes, we're still talking about the last one we had in 1922."

Meanwhile, the assessment of a number of leading trade unionists spoken to after Mr Vorster had addressed them was that his message was "wasbyt."

Although the Prime Minister's agreement "to come down to the level of the worker" was

appreciated, they said the meeting was a non-event

The president of the Artisan Staff Association, Mr Jimmy Zurich, said: "We learnt nothing we were not aware of before the meeting. We expected a more specific briefing on the state of the economy."

However, Mr Zurich said the fact that "Mohammed had come to the mountain" was greatly appreciated by trade union chiefs.

It seemed the Prime Minister and his Minister of Labour, Mr S P. Botha, were now acutely aware of the key role the unions had to play in the country's economy, and particularly in the recovery process. — DDC. Pledge on black workers, page 5.

Vorster sê

BURGER 23/6/77

grootste

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gevaar

is geldelik

Van Ons Kantoor

PRETORIA.

DIE grootste gevaar vir Suid-Afrika op die oomblik is, dat sy betalingsbalans ernstig verswak en dat hy daarmee sy kredietwaardigheid inboet, het die Eerste Minister, mnr. B. J. Vorster, gisteraand hier voor sowat vierhonderd vakbondleiers gesê.

As dit gebeur, het hy gesê, sou Suid-Afrika sy beeld nie kan handhaaf as 'n land wat sy skuld betaal en sy kontrakte eerbiedig nie en sal sy kans om te oorleef, soveel swakker wees.

Die situasie in Suid-Afrika is nie kritiek nie en die prentjie is beslis nie so donker as wat sommige doemprofete dit skets nie, maar dit is ernstig genoeg om die hele land se aandag te verg.

Mnr. Vorster het veral aandag gegee aan wat hy genoem het die vier grootste gevare: dat die betalingsbalans verswak; dat Suid-Afrika se pryse vir die internasionale markte te duur word; dat Suid-Afrika toegee aan die

5th May 1977

Enquiries regarding the Centre for the first instance be directed to Mrs. Administration. C.T. d in the

Nog 'n berig op bl. 3.

onmoontlike eise van die wêreld; en dat die reg en orde nie gehandhaaf word nie.

Suid-Afrika het eers die afgelope twee dekades industriële ontwikkel. In 'n kort tyd moes 'n infrastruktuur geskep word vir snelle ontwikkeling, wat gemaak het dat Suid-Afrika afhankliker geword het van buitelandse kapitaal as die meeste ander lande. Hy kan nie sonder buitelandse beleggingskapitaal klaarkom nie.

As hy sy beeld kan handhaaf as 'n land wat sy skuld betaal en kontrakte eerbiedig, is sy kans om te oorleef baie beter as dié van baie ander.

'n Verantwoordelike arbeidsmag is daarom nou van soveel belang.

Mnr. Vorster het hulde gebring aan die arbeidsmag, wat hy verantwoordelik en nugter genoem het. Dit is vir hom 'n bron van groot vreugde. Hy het juis vir die arbeidsleiers kom vertel hoe sake nou staan met die land sodat hulle daarvoor begrip kan hê.

As almal nugter bly oordeel en hulle ten volle inwerp in die land se probleme en as almal saamstaan teen die wêreld, is daar geen rede dat dit nie met Suid-Afrika goed sal gaan nie.

Oor die reg en orde het hy gesê die gebiedsintegriteit moet gehandhaaf word, en dit kos baie geld. Daar is mense wat sê die geld moet nie aan verdediging bestee word nie, maar dit is net wat die Kommuniste wil hê. "Ons moenie in 'n gekkeparadys lewe nie."

Suid-Afrika sit vandag met buitelandse druk en binne-landse onrus, wat hy nie gesoek het nie, maar wat doelbewus gestook is deur Kommunistiese imperialiste wat

* VERVOLG OP BL. 4 *

(b) The award of special research

(e)

(d)

(c)

Vorster trek groot gehoor

Van Ons Kantoor

PRETORIA.

DIE vergadering van vakbondleiers wat gisteraand deur die Eerste Minister, mnr. B. J. Vorster, hier toegesprek is, was 'n reuse-sukses. Mense het van alle provinsies gekom om na die Premier te luister en die saal was stampvol.



MNR VORSTER

Van boikotte was daar geen sprake nie. Alle vakbonde buiten mnr Gert Beetge se Federasie van Bouwerkers was teenwoordig, en selfs van mnr. Beetge se manne was daar in hul persoonlike hoedanigheid.

Die Amerikaanse ambassade se arbeidskonsul het ook kom luister.

MILJOEN

Mnr. S. P. Botha, Minister van Arbeid, het die Eerste Minister aan die woord gestel en gesê as die arbeidsbeweging in Suid-Afrika nie so verantwoordelik opgetree het nie, kon die Regering nie die stappe gedoen het wat nodig was om die ekonomiese situasie reg te ruk nie.

Mnr. Attie Niewoudt, voorsitter van die Konfederasie van Arbeid, het gesê verteenwoordigers van 'n miljoen werkers in die land woon die vergadering by. Hulle is verheug dat die deure by die Minister vir hulle oop is en dat hulle regstreeks met hom kan skakel.

Die ministers sal darem ook moet kyk dat pryse van kos en mediese dienste nie so skerp styg nie, het hy gesê.

RDM 22/6/77

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Politics

Unions wary of paying homage

By GERALD REILLY

SOME trade unions have decided not to send delegations to tonight's meeting between labour leaders and the Prime Minister, Mr Vorster, in Pretoria

Although neither the Prime Minister, nor the Minister of Labour, Mr Fanie Botha, have indicated the purpose of the meeting, some unions fear it has been arranged by Rightwing unions to demonstrate that organised labour is right behind the Prime Minister

Their fears were partially confirmed on Monday when a Nationalist morning newspaper reported that labour leaders would pay homage (hulding) to the Prime Minister at the meeting.

UNHAPPY

Speculation on the content of Mr Vorster's address ranges from an announcement about the scrapping of job reservation to a repetition of the hackneyed appeals for belt-tightening and higher productivity.

Among those who have decided to boycott the meeting are the National Union of Distributive Workers and the National Union of Commercial and

Allied Workers.

The General Secretary of the two unions, Mr Ray Altman, said his unions were unhappy about the way the meeting had been organised.

"We don't know who, besides the president of the SA Confederation of Labour, organised the meeting, or what its purpose is," he said

One prominent labour leader said his union would not have been interested in sending a delegation to Pretoria to "honour" the Prime Minister

STRESS

"We established from the organisers, however, that he would talk about the country's political, economic and labour difficulties, so we decided to send a delegation."

Labour leaders said yesterday, it was certain the Prime Minister would stress the country's economic plight and the need for further sacrifices if the economy was to emerge from the recession in a positive mood to move forward when the upturn started

If Mr Vorster does announce the scrapping of job reservation — a move considered unlikely by most labour leaders — there would probably be immediate reaction from Rightwing unions

firm based in Cape Town. for a job in Parow is allowing January. But in Bellville instead on payment of an agreed

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SUN. TRIB. 5/6/77

(1)

Nat bid to give black workers more power

Stemburel

5/6/77

(2)

TWO NEW trade union federations are being formed — both with the aim of giving black workers more power at the bargaining table.

One is an alliance of unions mainly in the distributive and allied trades and includes one black union; the other is the nucleus of a potentially powerful federation of black unions and several registered unions.

The federation of unregistered unions was launched at a meeting in Johannesburg in March and has a potential membership of about 60 000. Feelers have also been put out to several registered unions affiliated to Tusca.

Five unregistered unions from Natal, operating under the Trade Union Advisory Co-ordinating Committee, and nine Transvaal unions are involved. They have been joined by the United Automobile Workers, an unregistered union based in Port Elizabeth.

Another union which is allied with them is the National Union of Motor Assembly and Rubber Workers, a registered union which last year left

By DICK USHER

Tusca on the grounds that the council was not doing enough for black workers.

A committee was formed after the initial meeting to smooth out frictions which had developed between Natal and Transvaal unions over disputes about jurisdiction between unions in similar industries in the different provinces.

This committee is expected to meet soon to discuss these problems and proposals for solving them. One solution could be union organisation on national lines with local branches, instead of separate unions in different centres as has been the trend since new black union organisation began in 1973.

The other federation has been formed after a series of meetings involving unions in the distributive liquor and allied trades

They include the 6 500-strong National Union of Distributive Workers, the National Union of Commercial and Allied Workers, the Witwatersrand Tearoom, Restaurant

and Catering Trades Employees' Union, and other liquor and catering trade unions in Natal and the Transvaal

Mr J R. Altman, secretary of the NUDW, said his week the federation had been formed to eliminate the overlap which existed between unions in the various trades.

"It will also provide a home for a new African union in Johannesburg which we have sponsored," he said

"Negotiating will take place between the federation and employers groups instead of between a union and an employers association which will give us more strength

"And we will also be able to negotiate on behalf of the black union, the Commercial, Catering and Allied Workers Union. It does not matter that this union is not registered, it will still be a member of the federation

"The federation will not be registered under the Industrial Conciliation Act, and we will negotiate binding civil agreements with

(3) Drama

Shakespeare, Coriolanus
Hamlet
Richard II
Twelfth Night

(New Arden preferred)

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him by one who has eaten from his plate. However, the "religious" feeling is so strong that it has as yet not deterred the man from continuing with this practice.

We used to have a lot of trouble meeting our daily/weekly picking quota. We had tried piece-work and other incentives unsuccessfully. We also tried strict supervision and harshness, to no avail. However, from

season we divided the labourers amount of fruit p Friday it would ha still be paid extr off early. I am I would like to con If they were running than come in the nex wages! The choice have normally achieve the picking rate by 1/2 difference of R6-R10

I have spoken to the G experience of their ch what the attitude is to continues to be success cared-for workers. We we used last year for a

There is currently appeari interesting in itself. A labour to the cities but ti rural areas to any great ex harvesting we are now employ diligent in their work, too)

from ladders and for this pu order that they can do a man's work. The tendency too has been to plant a smaller variety of citrus tree in order to beat the labour shortage and diffi- culty of picking huge trees from ladders. The smaller tree (and therefore more trees per hectare, the same amount of fruit per hectare and possibly a quicker return on investment in the earlier years) has gained world-wide acceptance and is already bearing the fruits of its recent application.

Warning on SA labour agitators

ARGUS 7/6/77

IN THE SENATE

The Argus Parliamentary Staff

AGITATORS were active in the field of labour, advocating the polarisation of Black and White workers, Senator Anna Scheepers (U.P.) said in the Senate yesterday.

These activists were advocating that Black workers must have nothing to do with registered trade unions, and that they should form a 'Black power force,' Senator Scheepers said during the debate on the Bantu Labour Relations Regulation Amendment Bill.

The Bill would increase the potency of the agitators, she said.

The system of works committees for Black workers held in it the danger of wildcat strikes because there was no process of strike ballot and other procedural regulations.

Senator L. J. van den Berg (Nat) said the Government was aware that works committees were used by agitators.

But their success had not been so great. If the works committees had not been there, agitators would have been more successful in stirring up workers.

Senator van den Berg said the possibility of wildcat strikes was there. But if there was no channel through which workers could bring their grievances to employers, then the danger was greater.

The aim of the Bill was to open further the communications channels that already existed.

The Minister of Labour, Mr S. P. Botha, said it was the responsibility of employers to keep communications channels with their workers open otherwise workers went to outside people who had nothing to do with labour, and the organisations were made vehicles for political ends.

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ARGUS 8/6/77

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IN THE SENATE

Plan for labour advice service

The Argus Parliamentary Staff

THE Department of Labour intends establishing an advisory service that will cover all aspects of labour, the Minister of Labour, Mr S. P. Botha, said in the Senate during the Vote on his portfolio yesterday.

Part of the reason for establishing this service, was to combat the 'misunderstanding' about investment in South Africa.

The Government was aware that overseas companies with South African ties faced criticism about policies in the country, he said.

Mr Botha said the service was part of a pattern of new perspectives the Department of Labour had to adopt. This included establishing better relationships between employers and employees.

Employers, should give more attention to their employees, and this did not mean attention only to wages.

Mr Botha said he recently had talks with trade union representatives with a view to improving the relationship

between labour organisations and the department.

Mr Botha also spoke of research into labour affairs in conjunction with universities, which would

'In the years that lie

'In the years that lie ahead, it is very important that South Africa has a contented work force,' he said

During the debate, Opposition speakers attacked labour policies as being hamstrung by the dictates of separate development.

They pointed also to job reservation and inadequate training opportunities for Blacks

Senator Monty Crook (U.P.) said the authors of discriminatory legislation were the ones who were disloyal to South Africa, and not the members of the Opposition who were condemned in those terms.

FIN MAIL 10/6/77

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'I won't interfere in bargaining' — Fanie Botha

Labour Minister Fanie Botha has a lot on his plate right now

Labour legislation is coming under scrutiny from his recently announced Industrial Legislation Commission. Attempts to widen the scope of the works and liaison committees are causing controversy; and registered unions are complaining that government is out of touch with their needs

The *FM* recently put questions on some of these issues to Botha

You have asked the trade unions several times to hold back on wage claims. Do you believe that no claims should be granted at present, and is your Department taking any action on this issue?

I have appealed to organised labour to exercise restraint. But when agreements which have been negotiated at industrial council level are submitted to me for approval, it would be unwise for me to reject such agreements because they have been arrived at by the system of collective bargaining and carry the stamp of approval of both employers and employees.

Should I refuse to approve agreements, industry might be left without wage regulation, which could lead to labour unrest

Will the proposed amendment to the Industrial Conciliation Act be proceeded with in the light of trade union objections to it?

When I became Minister of Labour I made it quite clear that I would consult with organised labour before labour legislation is introduced. In the circumstances the proposed legislation was gazetted for comments

From Press reports I think you

should be fully aware of the unions' attitude towards the legislation. However, I will be guided by all the comments received, including those of organised employers

Registered unions have complained that you are siding with employers against them. How do you react to this?

I emphatically reject this accusation. My replies to your last two questions substantiate my views and I have nothing to add, except to reiterate that these allegations are totally unfounded and without substance

How do you react to criticism of the Bantu Labour Relations Regulation Amendment Bill? Shouldn't the Bill have been shelved in view of the appointment of the commission?

You may have noticed that the Bill was taken through all its stages in the House of Assembly on May 20 with the support of all parties in the House. Furthermore, the Act is included in the commission's terms of reference. In the circumstances I don't deem it expedient to elaborate any further until I receive the commission's report

The Industrial Tribunal is reviewing job reservation at present. Does this mean that the commission will consider policy changes in this regard?

I have said that I didn't want to give the commission a lengthy term of reference as far as work reservation is concerned. I do nevertheless want to give the assurance that work reservation is indeed included in the commission's terms of reference. I have also instructed the Industrial Tribunal to investigate the existing position but, since the Tribunal is still engaged in

doing this, I can't say what the outcome will be.

What measures are being taken to reduce the black-white wage gap?

In the first instance I wish to emphasise that labour legislation which regulates wages does not permit of discrimination on a racial basis. Minimum wages are prescribed on an occupational basis and everybody must be paid such wage irrespective of race.

It is therefore the task of trade union and employer representatives to negotiate wages at industrial council level for all categories of workers in the respective industries. Black employees also enjoy representation at industrial council meetings by virtue of the machinery of the Bantu Labour Relations Regulation Act. In so far as Wage Board investigations are concerned, the Board is obliged to take various factors into consideration when it recommends wages, the most important of which is the payability of the industry should its recommendations be implemented. Wage Board recommendations cannot discriminate on a racial basis. Black employees may also attend Wage Board sittings and make representations

In sectors which are not subject to industrial legislation, the responsibility to close the wage gap rests upon the shoulders of employers.

As far as the government is concerned, you may have noted that the Minister of the Interior has dealt with this matter during his Vote. The government is already setting the pace and the Prime Minister has already instructed the Public Service Commission to further investigate the position.

The total number of farm employees in the Eastern Cape in August 1973 was 48 687 of which 90% were Blacks with the remaining 2 % Whites and 8 % Coloureds. This contrasts with most of the remainder of the Cape Province where Coloureds are in the majority.

Werkers sal S.A. sterk maak, sê S. P. Botha

Van Ons Politieke Redaksie

DIE sterk demonstrasie van eensgesindheid in landsbelang wat vakbondleiers en ander leiers op die arbeidsfront aan die Eerste Minister, mnr. B. J. Vorster, op 22 Junie in Pretoria wil bewys, sal Suid-Afrika in hierdie tyd sterk maak.

Só het die Minister van Arbeid, mnr. S. P. Botha, gister in 'n onderhoud aan Die Burger gesê.

Die demonstrasie sal die eerste wees in sy soort. Dit sal ook die grootste vergadering van werkersverteenvoerders wees wat nog in Suid-Afrika gehou is, het Die Burger verneem.

Dit sal die vorm aanneem van 'n byeenkoms waar 'n adres aan die Eerste Minister oorhandig sal word namens waarskynlik meer as 'n miljoen werkers. Hulle sal die besluite tot samewerking aan die Premier oordra en hom huldig vir sy hoe diens aan Suid-Afrika tydens al sy samesprekings in die buiteland en ook vir sy werk binne-lands. Mnr. Vorster sal die verteenwoordigers toespreek.

Min. Botha het gesê dit was vir hom in die laaste tyd 'n belewenis om soveel

samewerking te kry van die werkerskorps van Suid-Afrika om lone en pryse in landsbelang in bedwang te hou.

Hy is dankbaar dat hulle so spontaan reageer en dit behoort 'n diepe indruk op die buitewêreld te maak, het hy gesê.

„Ek het altyd my vertroue in die werkers uitgespreek en hier is 'n bewys hoe verantwoordelik hulle kan optree. 'n Mens beseft dat dit in hierdie tye moeilik moet wees vir werkers om so 'n bydrae te maak terwyl dit moeilik gaan om die gordel in te trek, maar dit is al moontlikheid om ons ekonomie in almal se belang op 'n gesonde voet te hou.

„Suid-Afrika se krag lê per slot van rekening in 'n sterk ekonomie en inflasie en werkloosheid moet ten alle koste bekamp word,” het min. Botha gesê.

In arbeidkringe word gesê min. Botha se inspraak en samesprekings met arbeid-leiers het die laaste weke 'n vloedgolf van samewerking onder die werkerskorps van die land aan die gang gesit, en dit kring al hoe wyer uit.

Die verteenwoordigers van honderdduisende werkers van die belangrikste vakbonde het reeds onderhoude met min. Botha gevoer. Die uitwerking daarvan was dat instansies wat te make het met prysverhogings, van hul kant ook sterk reageer om pryse in bedwang te hou.

5th May 1977

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RDM 13/6/77
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Workers may get tough with Vorster

Staff Reporter

THE Prime Minister, Mr Vorster, will talk to the representatives of more than a million workers of all races when he meets labour leaders in Pretoria on June 22.

Mr Vorster is expected to tell the leaders that a new wave of unrestricted wage demands would gravely harm the country's ailing economy.

He will get worldwide coverage from the large group of foreign journalists who have been invited to the meeting with South African political and labour reporters.

The president of the SA Confederation of Labour, Mr Attie Nieuwoudt, asked the Minister of Labour, Mr Fanie Botha, for the meeting two weeks ago.

He said at the weekend that all important trade union leaders would attend.

Many senior trade unionists said they believed the Government expected a tough reaction from workers organisations — including some public sector staff associations — if efforts now being made to discourage wage demands were continued.

It is expected that the Prime Minister will attempt to pre-empt this with a direct appeal to workers to stall wage demands in the interests of the national economy.

black look for anyone and a smile for all. He's lived for himself and spent on himself, and he's won praise and affection from the whole world. I'm the country bumpkin, mannerless and surly, truculent, mean and close-fisted, and when I took a wife what troubles I brought on myself! Two sons were born — more worry. Thinking of them and struggling to make all I could for them, see how I've wasted my youth and my life in money-grubbing! Now I'm old, and what's my reward for all my trouble? They don't like me. It's my brother who enjoys the benefits of fatherhood without having lifted a finger. They love him

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THE BROTHERS
MICIO: And then I'll force my son whatever he says to sleep with him.
DEMBA: All right, laugh at me. You're lucky to be in the mood. I have my feelings.
MICIO: Now don't start again.
DEMBA: No, I've done.
MICIO: Come in then, and spend the day with us in the proper way.
[They go into MICIO'S house. After a short interval DEMBA reappears, much smartened up and perhaps wearing some of MICIO'S clothes.]
DEMBA: A plan for life may be well worked out, but a man

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THE BROTHERS
MICIO: Wait. I know, I was coming to that. There are a lot of traits in people which are open to discussion. Two men often do the same thing and you might say that one can safely be allowed to do it while the other might not. The difference is not in the thing done but in the doer. I can see signs in these boys which make me confident they will turn out as we want them. I see good sense, intelligence, proper modesty, and mutual affection, and we can be sure they are open and generous in heart and mind. You can call them back to the right path any day you like. You may say you are anxious for them not to be so careless about money, but, my dear Demba, you must realize that in every other respect but the besetting fault of too much of money.
DEMBA: Be careful, M and easy ways of you
MICIO: No, no, impossible and stop worryin
DEMBA: As things are I morning at crack of here to the farm.
MICIO [humouring him]: Before dawn, I dare say. Only make yourself agreeable for today.
DEMBA: And that girl will have to come too.
MICIO: That'll do the trick! The best way of tying him down Only mind you keep her there.
DEMBA: I'll see to that. Once she's there I'll have her cooking and grinding corn till she's covered with ash and grime and flour, and then I'll send her out gleaning in the midday sun to make her black and burnt as a cinder!
MICIO [ironically]: Good! Now I find you talking sense. Go

Metal employers keep talks going

Labour Reporter

Employers responded with a firm "no" yesterday to the amended wage proposals of trade unions and black labour spokesmen representing the 500 000 workers in South Africa's metal industry.

But unionists presented a fresh argument which changed the "no" to "maybe," according to an informed source

The employers' refusal would have affected the industry's black workers who, because of their low minimum pay, are those

considered first in line for a pay rise.

Instead of breaking off talks, the parties remained in session for about three hours and announced they would meet again on June 27 "to continue negotiations"

They also announced that the industrial agreements, due to expire at the end of this month, would continue operating until the end of next month

The next highlights on the wage front will be

● An address by the

Prime Minister, Mr Vorster, to representatives of all registered trade unions in Pretoria on June 22 The emphasis of Mr Vorster's address is expected to be on South Africa's economic and political problems.

● The first meeting of the conciliation board appointed to settle the wage dispute in the mining industry, where employers have refused to consider any pay increases. This meeting is expected soon after the annual meeting of the Chamber of Mines next Tuesday.

VAKBONDE NIE TEEN S.A.,

Van Ons Kantoor

LONDEN.

DIT is 'n oordrywing om te sê die Britse vakbondleiers is Suid-Afrika vyandiggesind, het prof. Nic Wiehahn, voorsitter van die ondersoekkommissie na Suid-Afrika se arbeidswetgewing, gister hier in 'n onderhoud gesê.

Prof. Wiehahn, wat met 'n omvattende buitelandse reis besig is oor die werk van die kommissie en om arbeidsbetrekkinge aan te knoop, het gesê die vakbondleiers met wie hy gepraat het, is beslis krities, maar nie vyandig nie.

Hy het in Londen same-

SÊ WIEHAHN

DIE BURGER 15/6/77 (134)
sprekings gevoer met invloedryke vakbondbase soos mnr. Jack Jones, leier van Brittanje se grootste vakbond. Sedert hy in Mei uit Suid-Afrika weg is, het prof. Wiehahn ook reeds Duitsland, Nederland, Amerika en Kanada besoek. Hy vertrek vandag na Swede en sal België, Frankryk en Switserland besoek voordat hy aanstaande maand terugkeer.

In die verskeie lande praat hy met kabinetslede, vakbondleiers, sakemanne en leiers van werkgewersorgani-

sasies

„Ek is oral besonder vriendelik ontvang en is positief geïmponeer met die belangstelling in die arbeidsake van ons land,” het hy gesê

„Die soeklig van die internasionale arbeidswêreld is nou blywend op Suid-Afrika. Hoewel almal krities is, is daar begrip vir ons vraagstukke. Die kritiek gaan hoofsaaklik om die diskriminerende maatreels in ons arbeidswetgewing.

„Dit is duidelik dat ons voortaan veel meer aandag aan arbeidsverhoudings in Suid-Afrika sal moet gee en dat ons die kontakte wat gemaak is, sal moet behou en uitbrei.”

Prof. Wiehahn het gesê

daar was in die verlede 'n leemte op hierdie gebied. Die offensief teen Suid-Afrika is nou ook op die arbeidsfront geopen. Suid-Afrika het die antwoorde en die potensiaal om positief daarop te kan reageer.

Verskeie mense het aan hom gesê Suid-Afrika het 'n goeie arbeidstelsel, maar dat aansienlike aanpassings nodig is. Almal wil hê dat die diskriminerende aspekte moet verdwyn

Vakbondleiers, soos dié in Brittanje, se houding is dat hulle graag 'n positiewe bydrae wil lewer tot die skeping van 'n nie-diskriminerende arbeidstelsel in Suid-Afrika. Hulle meen dat 'n arbeidsmag wat goed opgelei en georganiseer is, 'n beter bydrae sal kan lewer tot politieke stabiliteit en die oplossing van die land se vraagstukke.

5th May 1977

Enquiries regarding the Centre for African Studies should in the first instance be directed to Mrs. Sheila Lloyd of the U.C.T. Administration.

- (b) The award of special research fellowships to U.C.T. staff and post-graduate students registered at U.C.T. working in the field of African Studies at U.C.T. or elsewhere, including members of South Africa's Black Universities.
- (c) The award of travel bursaries to U.C.T. staff and U.C.T. post-graduate students for projects involving visits to other African countries.
- (d) The award of visiting lectureships at U.C.T. in African Studies to distinguished scholars from outside the University of Cape Town.
- (e) Such other activities (including participation in projects sponsored by the Centre for African Studies) as may be approved by the Committee of Management from time to time.

Tucsa won't be at Vorster's labour talks

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Labour Reporter
The largest meeting of labour representatives yet called in South Africa suffered serious setbacks today when various labour organisations dissociated themselves from it. The multiracial Trade Union Council of South Africa (210 000 members) will not be represented Parow job:

officially at the meeting in Pretoria tonight which will be addressed by the Prime Minister, Mr Vorster.
"There is a degree of uncertainty about the meeting and therefore we have left it up to our affiliates to decide whether or not to attend," said Mr E "Lief" van

Tonder, president of Tucsa.
Mr Ray Altman, general secretary of South Africa's largest shopworker unions, said his unions would not attend.
"We don't know what the meeting is all about," he said. The unions had received no proper invitation and did not want to run the risk of appearing to lend support to a pay-freeze policy.

5 000 each
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1 000 units of Type A at R1 per unit
500 units of Type B at 50c each

Type A would not be used for the Bellville job for 50c each.

Type B has no alternative uses and zero value. It can be used for the Bellville job. In addition, 3000 units of Type C at R10 each for the

Both jobs will take exactly one year to complete.

The Managing Director asks you to evaluate these two alternatives is most profitable.

Draw up a table showing the opportunity costs of each alternative.

What advice would you give?

WHITES ONLY

Mr Gert Beetge, general secretary of the white Building Workers' Union, said his union would not attend "because we could not obtain an assurance that only whites would attend."

Other trade unions were "lukewarm" about the meeting but many labour leaders were interested in what Mr Vorster might have to say.

A Press report that an "address" would be handed to Mr Vorster on behalf of "probably more than a million workers" has been denied by the convener, Mr Attie Nieuwoudt, president of the Confederation of Labour.

Mr Nieuwoudt said Mr Vorster had been asked to outline South Africa's economic position, pressures from abroad and what the future would hold.

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MR BOTHA AND THE UNIONS

In recent weeks, Botha has been meeting the main trade union co-ordinating bodies. Tucsa, the SA Confederation of Labour, and the CMBU have already had their turn, and the Council of Mining Unions is to see Botha on Monday.

The unions promised to curb wage demands. The CMBU, in fact, came away from seeing Botha promising to modify its claims against Seifsa. When they continue their talks with the employers on June 14, the engineering unions are to withdraw their demands for fringe benefit increases for the time being. These make up a large slice of the R250m which Seifsa says the demands will cost. The unions are likely to stick to the pay demands, however, and no doubt see the dropping of the benefit claims as part of a

Nicholson agrees, but warns: "What they forget is that it's easier to organise a strike in a factory than in an entire industry."

There certainly seems to be a government feeling that Arnie Paulus' mine-workers shouldn't be allowed to threaten strike action again. Hence the attempt in the Industrial Conciliation Amendment Bill to outlaw strike ballots on the mines.

Minister of Labour Fanie Botha, however, denies attempting to change the pat-

trade-off.

Botha also agreed to appoint a CMBU man to the recently-announced labour commission.

In return for their promise to curb pay claims, the unions extracted from Botha promises that prices would receive government attention. They also received assurances that government would not intervene in bargaining.

But there's an unease about the meeting in some quarters. "It was all a little too glib," says Nicholson. "And our fears weren't eased by the fact that the Minister assured us that he did not expect us to withdraw our demands altogether and then announced later that he had got us to agree to do so."

Indeed, there's a feeling that the meetings with Botha were an attempt to "soften" the unions for the crunch.

tern of labour relations. He tells the *FM* that he will not refuse to ratify industrial council agreements if they raise wages, and he "emphatically rejects" any suggestion that he is siding with employers. And as far as the unions' demands for price curbs are concerned, "I am on the side of the employees of this country," he says.

Nevertheless, Botha did say last week that SA would have to look for a labour relations system outside the trade union

framework.

Be that as it may, the key question still is: will the unions accept the decline in their members' living standards? Are we in for a full-scale wage war?

It's unlikely. Most of the railway unions, for example, have resigned themselves to their fate. Tucsa men like Altman say they are not even asking employers for more now. "We're just biding our time — there's no point in asking for something we won't get." While the CMBU and the Council of Mining Unions are likely to take a tougher line, it's a fair bet they too will resign themselves to accepting what they can get, however little.

So, while all the unions may not quite endorse Confederation president Attie Nieuwoudt's words to a student audience the other day ("We trust the government. We trust the system. We won't strike"), they are resigned to tightening their belts.

A result of this is the new focus on prices, rather than wages, which all the groupings announced after meeting Botha. "We represent 1,5m people if you include dependants. We aim to use that muscle to be a powerful price watchdog," says Nicholson. "We're putting the ball back in the employers' court. We're challenging them to make sacrifices now," says Grobbelaar.

Tough words. But they're still an admission that the days of large wage increases are over for the moment. And, perhaps, that the status of the registered unions is on the wane, too.

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Will there be a wage war?

A chill wind is blowing through the registered trade union movement

There was a time, not long ago, when wage increases for registered unions were a foregone conclusion, and when government's sympathy for organised (mainly white) labour was a constant complaint of employers.

All that, it seems, is now changing. Employers are digging in to resist wage demands and government is backing them. Indeed, it set the trend by refusing increases to its own employees. Some union men also fear that it wants to curb their bargaining power.

Matters have come to a head with a series of demands in some key sectors. Civil servants are asking for compensation for two years without substantial increases. Miners and engineering workers have also put in wage claims.

All have been rebuffed. Government didn't even grant civil servants the 5% pay-rise it had half-promised for January. And this week it again rejected a hike for railwaymen. The Chamber of Mines and Seifsa are also strongly resisting pay claims.

Getting edgy

Mining unionists, indeed, are getting a trifle edgy over the fact that Labour Minister Fanie Botha has not yet appointed a Conciliation Board to settle their pay dispute with the Chamber of Mines. Their application has been on Botha's desk for three weeks now, and some union men suggest that the Labour Department is deliberately delaying the matter. The dispute is likely to be a key item on the agenda when the Council of Mining Unions meets Botha on Monday (see box overleaf).

Government is making no bones about its support for the employers' tough stance. Some unions even see government-employer collusion behind it all. "In one case no less than seven cabinet ministers told employers not to grant increases or cost of living adjustments," says Confederation of Metal and Building Unions (CMBU) secretary Ben Nicholson. "Taken together with the Industrial Conciliation Amendment Bill (FM April 22), it amounts to an attempt to undermine self-government in industry."

There's no doubt, of course, that

employers would have taken a tougher stance even without government's prompting. Times are hard, and many union men recognise this. "The economy's in a mess. You can't really blame employers for digging in," says Tucs general secretary Arthur Grobbelaar.

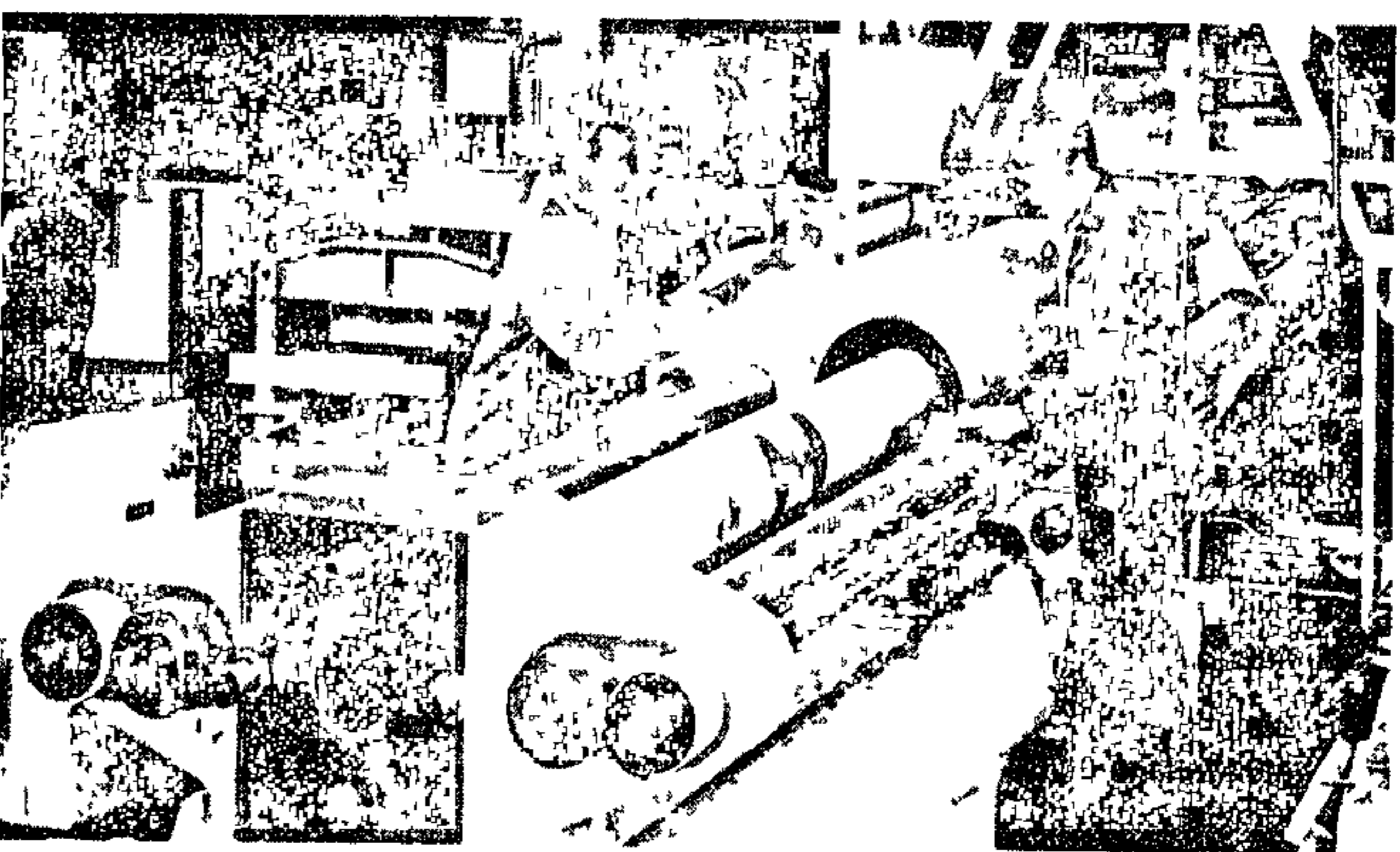
But there's also little doubt that living standards for union members are dropping. Workers lower down the scale have been particularly severely affected.

Says distributive workers' chief Ray Altman, whose members are among the lowest paid non-African workers in the country: "We appreciate that the coun-

try believe the time has come to extend to non-Africans the type of in-factory committee system which governs African workers. This, some employers hope, will weaken the position of unions which take a hard-line attitude on the industrial colour bar.

There are also influential men in government circles who believe that "in-company" bargaining is preferable to trade unionism - not only for Africans, but for whites, coloureds and Indians as well.

So could it be that government is getting ready to jettison the unions? "They're never going to do anything as



White factory workers . . . their turn to feel the pinch, and it could get worse.

try's in trouble. But to deny relief to the lower-paid is to invite unrest more severe than last year's."

There are still employers who could pay — though obviously not as much as in the past. So there's a definite feeling among trade unionists that government — perhaps realising that things are likely to get worse for a long time to come — is seizing the opportunity to weaken the unions' position.

"The pressure on employers may be part of an attempt to undermine our credibility with our members," says Nicholson. "Government seems increasingly out of touch with our needs. There's no one in Parliament to speak for us."

It's no secret that some big employers

drastic as that. But there's certainly a feeling that it's questioning their desirability," says Grobbelaar.

Some trade unionists say they can see employers seizing on the idea already. Amalgamated Engineering Union general secretary Tom Neethling claims that some employers are "using the economic situation to undermine unions." He says that some employers have been trying to woo men away from the unions and have been persuading them that they should negotiate on the shop floor without consulting their unions.

"They want to bargain with men who will constantly fear losing their jobs. It's definitely an attempt to undercut us," he adds.

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Cape Times 27/5/77

Fundamental rights needed for black workers — Botha

Paul Rich, University, August, 1977

BLACK workers must be given the fundamental right to organize and negotiate and the right to protection from victimization, the Minister of Labour, Mr S P Botha, said yesterday

In an interview Mr Botha added, however, that the trade union system used overseas was not necessarily always a good model for South Africa and its special circumstances

Elaborating on a radio talk, Mr Botha said he had appointed a commission of inquiry under Professor Nic Wiehahn to investigate South Africa's labour legislation.

"I started positively," he said. "We must create in South Africa a system for blacks that gives them the fundamental right to organize and negotiate and the right to be protected against victimization."

Many examples in the world

But he did not think that black trade unions were necessarily the answer because they could lend themselves — and there were many examples in the world — to being used as political instruments

He was not opposed to organization and

negotiation but in other countries, like Britain and the United States, the use of trade unions as political instruments had brought a reaction and a problem.

"For the South African circumstances negotiations on the factory floor might be better than a country-wide union that was led by people unconnected with the factory," he said.

He wanted to give everybody the same rights but he also wanted to avoid landing in the same position as some other countries with their trade union movements.

Trying to move away

"The point is," he said, "other countries are trying to move away from the conflict situation that is locked up in their trade union movements — and I am not being derogatory about them, I am trying to make a point.

"But I still have an open mind about the subject and I am still awaiting the commission's report. We have set a direction and a trust but it is too early to ask for too many details."

These conditions seem to persist in the Orange Free State for even as late as 1939 a survey carried out by the Institute of Race Relations by Leo Marguard found that there was widespread evasion of the laws on squatting (92). The conclusion that is reached, therefore, from this analysis is that the 1913 Natives Land Act was not nearly such a crucial turning point in black-white relations on the land as many historians have tended to suppose. While Plaatje's work was important in drawing attention to the harsher aspects of the legislation and the immense hardships suffered by many African peasant farmers, the closeness of Native Life in South Africa to the act

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27/5/77

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'Blacks to get more powers'

A labour expert predicted yesterday that improved factory liaison committees for black workers with powers to negotiate legally binding agreements, will be recommended by the commission of inquiry into South Africa's labour laws.

Government thinking was clearly in this direction, Mr. J. Liebenberg, industrial relations adviser to the Chamber of Mines, told an industrial relations seminar.

Recently the idea of decentralised "company unions" for blacks was floated at an Afrikaanse Handelsinstituut seminar by Dr W J. de Villiers, executive chairman of General Mining.

Mr. Liebenberg said the Government's fears that independent black unions would become vehicles for demanding political rights were "well known."

He thought the commission would be prepared to recommend the abolition of job reservation and the formation of "company unions" for blacks. "I would not be surprised if the Commission was set up for this purpose, to save the Government embarrassment," he said.

Mr Liebenberg predicted such a system would "spell doom" for unregistered black unions, and might even affect registered unions.

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ARGUS - 26/5/77

Labour to curb wage demands — Minister

The Argus Political Staff

ALL the major labour movements in South Africa have now reached accord with the Minister of Labour, Mr S. P. Botha, to handle any future wage and salary demands with the greatest possible realism and responsibility in present difficult times.

In the past fortnight, Mr Botha has held lengthy discussions with the Trade Union Council of South Africa (Tucsa), the Confederation of Labour and, yesterday, he followed this up with talks with the Confederation of Metal and Building Unions.

Through these talks, Mr Botha said in an interview today, he had been able to contact the representatives of the bulk of organised labour in the country.

'It is really wonderful what co-operation and understanding has been achieved. The most wonderful part of it is that we have spoken for hours on the problems and have reached agreement without any threats being made,' he said.

HELD BACK

There had been the proper consultation and exchange of information and agreement had been reached 'in the interests of the country'.

The effect of the agreement would be that wage

and salary demands would, in many cases, be held back or modified. No high wage demands would be made.

'This will make a very big difference to the country. It will save hundreds of millions of rands in demand which will not be made immediately,' Mr Botha said.

'Such a thing has never happened before, I invited them personally for discussions and we reached agreement. I do not think in such difficult times this would have happened anywhere else in the world,' he added.

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RDM 25/5/77

Clamp stays on trade unionists

25/5/77
RDM

By ISAAC SEGOLA

TWO trade unionists are known to be still in detention under the Internal Security Act and 30 others formerly connected with unions are still banned or under house arrest.

They are among 471 people believed to be in detention in terms of security legislation and 156 people under restriction orders in terms of the Internal Security Act.

Last week a former trade unionist, Mr Phundile Mfethu, 36, was banned for five years under the Internal Security Act.

Mr Mfethu, a former secretary of the Industrial Aid Society in Johannesburg, was served with the orders after spending 366 days in detention. He is restricted to the Germiston magisterial area.

At the same time, Miss Miriam Thandie Sithole, an executive member of the society, who had spent about nine months in detention, was released.

The unionists still in detention are Mr Harold

Nxasana, 38, of the Institute for Industrial Education, Durban, who was detained in December, 1975, and Mr Joe Thloloe, president of the Union of Black Journalists, detained in March. Mr Thloloe was previously detained for three months last year.

Two Natal factory workers are reported to be still in detention under the Internal Security Act. They are Mr Ernest Ndlela and Mr Johnson Sishi, both of Maritzburg.

Trade unionists still under restriction orders are Mr Chris Albertyn, Mr Gavin Anderson, Mr Loet Douwes Dekker, Mr David Hemson, Mr Siphso Khubeka, Mr Drake Koka, Mr Alpheus Mthethwa, Mr Mike Murphy, Mrs Jeanette Murphy, Mrs Lillian Ngoyi, Mrs Jean Tyacke, Mr Eric Tyacke, Mrs Wilma van Blerk, Mr Mfundisi Ndlovu and Mr Elijah Lozo.

Those under restriction and formerly connected with unions are Mr Jeremy Backin, Mr Graeme Bloch, Miss Debbie Burlender, Mr Gideon Cohen, Mr John Copelyn, Miss Jeanette Curtis, Miss Paula Ensor, Miss Judy Favis, Mr Gavin Frankish, Mr Willie Hofmeyer, Miss Patricia Horn, Miss Phillippe Le Roux, Miss Tanya Simons, Miss Mary Simons and Mr Charles Simkins.

Four people connected with the Western Province Advice Bureau in Cape Town have been released from detention. They are Mr Halford Mdzotyana, Mr Alpheus Ndude, Mr David Sekopi and Miss Norah Mhlonakulu.

A fifth man, Mr Luke Mazwembe, an executive of the bureau, died in detention.

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Unions ^{26/5/77} promise restraint ^{NO}

CAPE TOWN — The Confederation of Metal and Building Unions (CMBU) had yesterday joined other trade unions in promising restraint in wage demands in the current economic situation, the Minister of Labour, Mr Fanie Botha, announced here.

The Confederation represents 100,000 workers in eight unions not affiliated to the Trades Union Council of South Africa or the Confederation of Labour, which have already adopted a similar stance.

Mr Botha told newsmen yesterday he was delighted with the CMBU decision, reached during discussions at the Confederation's request. What had resulted was a decision in the national interest. — SAPA.

KENNISGEWING 702 VAN 1975

SUID-AFRIKAANSE RESERWEBANK

Staat van bates en laste op die 3de dag van Oktober 1975

Laste		Bates	
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	18 987 721,55	Buitelandse	53 123 005,48
	1 034 142 021,00	Wissels	24 042 067,10
		Beleggings	330 659 280,29
	98 827 294,57	Ander bates	
Administrasies	57 835 646,79	Totaal aan goud en buitelandse bates	938 321 073,57
	274 279 397,64	Binnelandse	445 270 000,00
	120 906 840,96	Gediskonteerde wissels	
	859 617 234,58	Lenings en voorskotte:	
		Regering	196 762 717,28
		Ander	
		Sekuriteit:	
		Regering	332 051 127,08
		Ander	5 264 074,80
		Ander bates	548 927 164,27
			R2 466 596 157,09
	R2 466 596 157,09		

...ding van goudreserwe tot verpligtings teenoor die publiek min buitelandse bates 33,3 persent

C. L. STALS, Hoofbestuurder

NOTICE 690 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

NOTIFICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

Johannes Nicolaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied to section 5 of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Association of Furniture and Allied Workers of South Africa. The particulars of the application are reflected in the table. Any registered trade union which objects to the application is invited to lodge its objection in writing to me, c/o the Department of Labour, Laboria Building, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria), within one month of the date of publication of this notice.

Table

Name of trade union	Name of area in respect of which application is made	Date on which application was lodged
National Association of Furniture and Allied Workers of South Africa	Persons employed in the Furniture Manufacturing Industry in the Province of Natal	17 July 1975

The expression "Furniture Manufacturing Industry" means, without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or in part of all types of furniture, irrespective of materials used, and shall include the following operations: upholstery, re-upholstery, staining, spraying, polishing, and/or repolishing, making of loose cushions and/or the making and/or repair of spring mattresses and/or frames for upholstery, machining, veneering, woodturning, carving in connection with the manufacture and/or repair of pianos, and/or staining, spraying and polishing and/or staining of tearoom, office, church, school, bar or furniture and cabinets for musical instruments and tables and shall include the manufacture of all types of furniture for domestic purposes as well as the manufacture of billiard tables and billiard accessories and shall include the manufacture or

KENNISGEWING 690 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Association of Furniture and Allied Workers of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

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

Tabel

Naam van vakvereniging	Datum waarop aansoek ingedien is	Belange en gebied ten opsigte waarvan aansoek gedoen word
National Association of Furniture and Allied Workers of South Africa	17 Julie 1975	Blankes in diens in die Meubelnywerheid in die provinsie Natal

"Meubelnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en dit sluit ook die volgende werksaamhede in:

Herstelwerk, stofferwerk, herstoffeerwerk, beitswerk, spuitwerk of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die maak en/of herstel van raamveermatrasse en/of rame vir stofferwerk, houtmasjenwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, die poler en/of herpoleer van klaviere, of die vervaardiging van en/of beitswerk, spuitwerk en poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroes of teaters, kabinette vir musiekinstrumente en radio- of draadlooskabinette en ook die vervaardiging van alle soorte meubels vir huishoudelike doeleindes sowel as die vervaardiging, uit hout,

processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, and including the activities carried on in any premises where wood-machining, woodturning and/or carving in connection with the production of furniture is carried on; including further the repairing, re-upholstering or repolishing of furniture in, or in connection with, establishments in which the preparation of any article of furniture either in whole or in part is carried on and the veneering of laminated blockboard or plywood doors used for furniture and all parts of materials used in the construction of furniture, the manufacture of stoep, garden and camp furniture but excludes both the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads

Postal address of applicant — P O Box 2040, Johannesburg, 2000

Office address of applicant — First Floor, Meubelsentrum, corner of Anderson and Eloff Streets, Johannesburg.

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

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

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

J. N. HITCHCOCK, Assistant Industrial Registrar
(17 October 1975)

NOTICE 691 OF 1975

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Association of Furniture and Allied Workers of South Africa.

Particulars of the application are reflected in the subjoined table.

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

Table

Name of trade union — National Association of Furniture and Allied Workers of South Africa

Date on which application was lodged — 17 July 1975.

Interests in respect of which application is made. — White persons employed in the industry concerned with the manufacture of television cabinets.

Area in respect of which application is made — The Republic of South Africa

Postal address of applicant. — P O. Box 2040, Johannesburg, 2000.

van 'orrels, bijartafels en/of koelkaste en sluit dit in die vervaardiging of die proses vir die vervaardiging van beddegoed, wat so omskryf en vertolk moet word dat dit alle soorte matrasse, veermatrasse, beleglae, kussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word, in verband met die vervaardiging van meubels; voorts ook herstelwerk, herstoffeerwerk of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die bereiding van 'n meubelstuk gedeeltelik of in die geheel uitgevoer word, en die fineerwerk aan gelamelleerde blokbord, of laaghoutdeure wat vir meubels gebruik word, en alle gedeeltes van materiaal wat by die vervaardiging van meubels gebruik word, die vervaardiging van stoep, tuin- en kampeermeubels, maar uitgesonderd beide die vervaardiging van artikels wat hoofsaaklik van mandjiesgoed, gras en/of rottang gemaak word en die vervaardiging van metaalmeubels, met inbegrip van metaalkatels.

Posadres van applikant. — Posbus 2040, Johannesburg, 2000

Kantooradres van applikant. — Eerste Verdieping, Meubelsentrum, h/v Anderson- en Eloffstraat, Johannesburg.

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

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

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

J. N. HITCHCOCK, Assistent-nywerheidsregistrator.
(17 Oktober 1975)

KENNISGEWING 691 VAN 1975

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Association of Furniture and Allied Workers of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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

Tabel

Naam van vakvereniging. — National Association of Furniture and Allied Workers of South Africa.

Datum waarop aansoek ingedien is. — 17 Julie 1975.

Belange ten opsigte waarvan aansoek gedoen word. — Blankes in diens in die Nywerheid gemaak met die vervaardiging van televisiekabinette

Gebied ten opsigte waarvan aansoek gedoen word. — Die Republiek van Suid-Afrika.

Posadres van applikant. — Posbus 2040, Johannesburg, 2000.

Office address of applicant—First Floor, Meubel-
entrum, corner of Anderson and Eloff Streets,
Johannesburg.

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

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

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

J. N. HITCHCOCK, Assistant Industrial Registrar.

(17 October 1975)

Kantooradres van applikant—Eerste Verdieping,
Meubelentrum, h/v Anderson- en Eloffstraat, Johannes-
burg

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

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

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

J. N. HITCHCOCK, Assistent-nywerheidsregistrateur.

(17 Oktober 1975)

ARGUS 28/10/75

The Argus Correspondent

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(3) 147

(4) 326

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PRETORIA.—The Government has published draft legislation aimed at increasing the collective bargaining power of more than one million Black workers.

The legislation, providing for the establishment of 'industry committees,' will enable Black workers to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the draft Bill, the Bantu Labour Relations Regulation Bill, were issued at a two-hour Press conference in Pretoria yesterday and posted to 200 employer and employee organisations throughout the country for study and comment.

Until December 2

The Secretary for Labour, Mr. B. G. Lindeque, announced that these organisations and the public would have until December 2 to submit representations to the department on the contents of the draft bill.

It was the intention of the Minister, Mr. Marais Viljoen, that the proposed legislation should be introduced during the next session of Parliament.

Previous to yesterday's Press conference, Mr. Viljoen himself announced details of the proposed legislation, which made considerable impact in employer circles when published recently.

Committees

Mr. Lindeque said the effect of the legislation could also be to produce a considerable increase in the number of works and liaison committees already established in terms of 1973 amending legislation.

There are already 1-969 liaison committees representing 549 000 Black workers and 279 works committees representing 64 000 Black workers in existence. Industry committees will be drawn from the membership of works and liaison committees.

The Bill when it becomes law will have a threefold effect. It will give Black workers increased influence and say (but no voting rights) in

council, agreements are in force, will give direct negotiating rights to Black workers in industry where no industrial councils exist, and will enable Black workers to negotiate wage agreements controlled by industry where there are determinations.

Blacks to get boost in pay bargaining

Star 28/10/75

John Patten, Political Correspondent

The Government has published draft legislation aimed at increasing the collective bargaining power of more than 1-million Black workers.

"Industry committees" will enable them to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the draft Bantu Labour Relations Regulation Bill were simultaneously released at a two-hour Press conference in Pretoria yesterday afternoon and posted to 200 employer and employee organisations throughout the country for study and comment.

CONSIDERATION

The Secretary for Labour, Mr B G Lindeque, announced that these organisations and the public have until December 2 to submit representations to the department on the contents of the draft Bill. He stressed that the Bill would take its final form only after consideration had been given to all the representations.

It was the intention of the Minister, Mr Viljoen, that the proposed legislation should be introduced during the next session of Parliament, he said

The new law will give Black workers increased influence and say (but no voting rights) in industries where industrial council agreements are in force, will give direct negotiating rights to Black workers in industries where no industrial councils exist; and will enable them to force wage agreements on uncontrolled industries

More muscle for African workers

RDM
28/10/75
① 134 ③ 142
② 138 ④ 326

By PATRICK LAURENCE

AFRICAN workers in industry and commerce will be empowered to negotiate binding wage agreement on behalf of thousands of fellow workers in terms of a draft Bill drawn up by the Department of Labour.

Details of the draft Bill — to amend the Bantu Labour Relations Regulation Act — were released in Pretoria yesterday by the Secretary for Labour, Mr B. G. Lindeque.

The Bill would greatly expand the existing system of works and liaison committees.

One of its key provisions provides for the establishment of industry committees in a particular area and for a particular trade. Industry committee members will be elected by Africans in existing works and liaison committees.

One of the innovations in the idea is that it will enable industry committees to speak for many more workers than do the present works or liaison committees.

Unlike work or liaison committees, industry committees will be able to negotiate on behalf of workers in several plants or factories — and, according to Central Bantu Labour Board chairman Mr. H. W. Tindale, their agreements can be given the force of law in the said industries and area.

But the proposal has two major provisos.

● The Minister of Labour must approve a request to

establish an industry committee and be satisfied it is representative of the workers concerned.

● Industry committees will not be permitted to negotiate agreements in trades and areas where there is an industrial council under the Industrial Conciliation Act

But in those areas and trades the draft Bill provides for compulsory representation of industry committees on industrial councils when matters concerning African workers are debated.

Although industry committee delegates will not have the vote, they will be able to participate in deliberations.

According to Labour Department officials, between 500 000 and 750 000 African workers do not fall under industrial council agreements — against

500 000 who do

Asked what was the difference between the proposed industry committees and trade unions, Mr Lindeque declined to comment.

But it later transpired that all members of industry committees will have to be fulltime workers — in contrast to trade unions which can and do employ fulltime professional trade unionists

The draft Bill will extend the present protection of works and liaison committee members against employer victimisation to industry committee members

Another key feature of the draft Bill is its elimination of clauses restricting membership of the Central Bantu Labour Board to Whites and restriction of the position of Labour Officer under the Act to Whites

Govt ^{D.D. 29/10/75}
'ignores
Tusca'

Staff Reporter

THE Department of Labour in drawing up the draft Bill to amend the Bantu Labour Relations Regulations Act, ignored the country's biggest trade union organisation, the Trade Union Council of SA

The general secretary of Tusca, Mr Arthur Grobbelaar, said yesterday that Tusca was not consulted on the Bill

"It is patently absurd that on an important issue of this kind, which could give rise to worker conflict, the organised trade union movement was not consulted by the Minister"

Certainly, Black worker interests were not consulted on the measure, and this was even more absurd.

CONFUSED

"The situation is confused and demands a full and frank explanation from the Minister of Labour, Mr M. Viljoen. From the little we know now, it would appear that what the Minister and his department have in mind could, and probably does, run counter to the needs, wishes and best interests of Black labour"

Mr Grobbelaar said the disturbing feature of the Government's ham-handed approach to Black labour was that because it was for ideological reasons unwilling to grant Black workers full trade union status, the whole labour system was becoming dangerously distorted.

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A race against time

F.M 31/10/75

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Government's new Labour Bill extends the works and liaison committee system. But many African workers reject the system — and are stepping up demands for trade union rights

Black trade unions — or works and liaison committees? It's becoming a race against time. As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban again rejected the committees and launched a campaign for the recognition of unions

The draft Bill has been posted to

employer groups, registered (but not African) unions, and regional Bantu labour committees inviting them to comment and suggest further changes by December 2 Its main features

- The chairman and members of the Central Bantu Labour Board (CBLB, a body within the Department charged with looking after the interests of African workers) and Bantu Labour Officers and

assistants need no longer be White;

- Instead of having a separate liaison committee in each of his establishments in a particular area, an employer may now set up one liaison committee for all his establishments in that area,

- Liaison committees are now specifically empowered to negotiate with employers about employment conditions. Previously they could only



Marais Viljoen and Hugh Tindale . . . are their plans acceptable to Black workers?

“recommend” Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindeque confirmed that liaison committees are entitled to negotiate wages.

- An establishment may now have both a liaison and a works committee. Previously the one excluded the other, but Lindeque says a number of influential employers want both. One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management), and

- Most important, the Bill introduces a new kind of committee for Black workers — the industry committee — and thus extends the committee system from a single establishment to an industry wide basis.

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago. Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee. In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment conditions with an employer group. The agreement may then be declared binding by the Minister on all employees and employers in that trade and area.

Where there is an industrial council, industry committees do not have the right to enter into such agreements.

Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations.

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council. But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers but would be able to take part in the council's proceedings.

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in SA, the industrial councils.

- The Bill also prohibits employers from stopping workers' participation in the committee system, and binds them to give committee members “every reasonable facility” to perform their committee duties.

One major defect in the Act, which has been pointed out before but which the Bill evidently through intention rather than oversight — does not remedy, is the requirement that all committee members must be employees in the industries concerned. Just how effective a role will they be able to play? Wage negotiation is a complex business: employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions, CoL projections, the cost and profit structure of the industry in question, and the thousand-and-one other things they need to know to bargain effectively? The answer is that in practice they won't.

They will therefore be dependent on the secretarial and professional assis-

tance of the Department of Labour. Alternatively, they could — as a number of works and liaison committees do — get help from one of the unregistered African trade unions.

Lindeque stresses that the Bill is not necessarily the “final answer. We cannot be sure what will happen in the future.” On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions. But on another it is an attempt to undermine the growing African union movement through an alternative system.

The position of African unions is as anomalous as ever. “They are not recognised” confirms Lindeque “but they are not forbidden either.” Government's attitude to them is reminiscent of the US's pretence for so long that the People's Republic of China did not exist.

Significantly, while the Labour Department is asking trade unions which cater for White, Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions.

Tremendous success

According to Lindeque, the committee system has been a “tremendous success.” There are now 1 969 liaison and 279 works committees in operation, in establishments with a total of 613 000 African workers. Hugh Tindale, chairman of the CBLB, pays tribute to the “magnificent part” of some employer organisations in propagating the committee system.

There is indeed no doubt that many employers — though certainly not all of them — are taken with the committee system. Whether it has the support of any significant number of African workers is much more doubtful.

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system. Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10. Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers.

There is thus very little real evidence that the committees have any degree of support among Black workers. Indeed, there is considerable evidence to the contrary. The *FM* attended a meeting of 150 Black workers, shop stewards, and trade union officials in Durban at the weekend, where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions.

“We must show very clearly that we do not want works and liaison committees,” declared one speaker. Said

another "We are here because we are exploited in the land of our forefathers. We are hungry and we must engage in purposeful action."

Said a Pinetown worker, summing up the mood of cool determination at the meeting "Our struggle is for our rights as workers. We are not fighting the government we are only fighting for our rights. Whites, Coloureds, and Indians fought very bitterly for their trade union rights."

Added a man from Howick "I was

once a soldier and I am prepared to fight and even die for this country."

A worker from Pietermaritzburg declared "I told my employers quite courageously that I am a member of a trade union. Some of the workers started shivering when I said this. One day the employer brought a Labour Department official to say that there are no African trade unions in SA. But I told him 'You are a White man. I know what I want from a union. It is none of your business'."

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60 000, against 40 000 a year ago. Government and employers are ill advised to ignore this growing movement.

The new draft Bill will no doubt strengthen the works and liaison committee system. But in the final analysis the test of the system's success is going to be whether it has widespread worker support. And that is very much open to doubt.

4. Are you satisfied with your present tutor? Yes/no
Comment

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

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

'We reject it completely'

South Africa's largest Black trade union, the 23 000-strong National Union of Clothing Workers, is in an ideal position to exploit the Government's proposed industry committee system.

In the men's hat industry in the Transvaal, made up almost entirely by union members, there is no industrial council.

Don't Dare

That means shop stewards of the union could now form an industry committee, assume full negotiating powers under the proposed legislation and negotiate binding agreements.

"We reject such an idea completely," said Mrs Lucy Mvubelo, general secretary of the union.

"The industry committee members would have to be employees who

are open to victimisation by employers, even though the law does not permit victimisation," she said.

"No employee dares to be as outspoken as an independent trade unionist. And if he cannot speak out like a unionist he cannot satisfy the workers whom he represents.

"Secondly, no worker can be matched against highly-educated and highly-trained employers at the negotiating table.

"It takes a sophisticated negotiator, well versed in law and economics, to hold his own. Even a well-briefed worker cannot stand up to employer arguments which call for immediate replies."

Mrs Mvubelo made it clear that her members had nothing to gain by availing themselves of the Government's proposals

"The employers in the men's hat industry

recognise the union and abide by their gentlemen's agreements reached with us at company level," she said.

The bulk of the union's members work in the Transvaal clothing industry, which also recognises the union.

Wrong view

"Neither the workers nor the employers in this industry, which has an industrial council, want works or liaison or industry committees," she said.

"The employers know only too well that a strike lasts only until a representative from our union arrives and undertakes to settle the problem with the management"

Mrs Mvubelo pointed out that the Government and many employers incorrectly regarded trade unions as one-sided pressure groups.

"They forget that a trade union also has responsibilities towards employers and exercises discipline over its members," she said

"Discipline is what enables our union to maintain labour peace, and discipline can never be built into a system which the workers do not regard as their own"

Another element which an imposed system could not provide, she said, was true leadership

"Leadership is the prerequisite for discipline because only recognised leaders can discipline their followers in times of crisis

"Trade unionism is the only means by which such leaders can be provided for the Black masses in White areas where Black politicians have no say



Mrs Lucy Mvubelo — workers are no match against employers in negotiations

"It is the power of trade union leaders which the Government fears and seeks to minimise through its new labour legislation.

"The alternative to trade union leaders, accountable to employers and workers alike, is truly dreadful — undisciplined masses swept along by nameless agitators," Mrs Mvubelo said

The first real alternative to Black trade union rights has emerged more than two-and-a-half years after the worst Black labour unrest South Africa has known.

What does the proposed amendment to the Bantu Labour Relations Regulation Act really mean to workers, employers, Black trade unions and to labour peace?

The Star's Labour Reporter, SIEGFRIED HANNIG, spoke to some of the experts . . . and found mixed opinions.

Star 17/11/75

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'It could be a battlecry!'

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17/11/75

The emerging Black labour movement will be seriously undermined by the Government's proposals for "improved" Black labour relations.

But by jeopardising the chances for co-operation with responsible Black labour leaders, the new scheme threatens to unleash the very elements it seeks to quash.

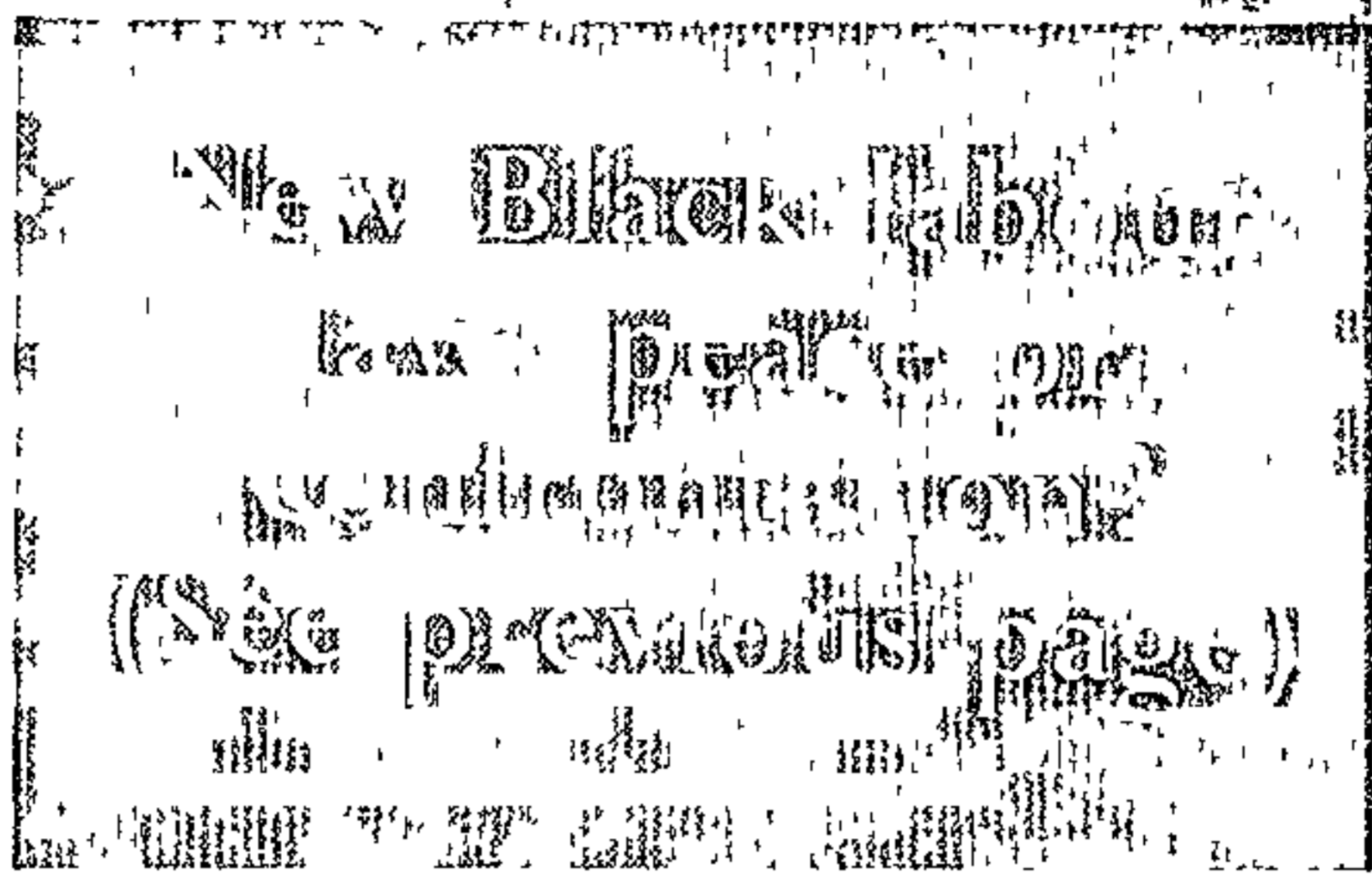
That is the opinion of Mr Loet Douwes Dekker, lecturer in industrial relations at the Graduate School of Business Administration of Witwatersrand University.

"Previously there was no alternative to Black trade unionism. Now there is," Mr Douwes Dekker said.

Enter arena

"By raising the committee system to industrial level, the new scheme usurps the function of the trade union movement. Therefore it cannot be seen as a step in the evolution of trade unionism.

"The purpose of the new scheme is to provide a complete substitute. If employers follow this sentiment to its logical conclusion, they will use the



new scheme to thwart trade unionism

"In that event trade unionism will become a battle cry and will enter the political arena instead of being a right to be exercised responsibly."

Mr Douwes Dekker explained that works committees used to be compatible with trade unionism. They were even complementary to trade unions.

Black union members served on works committees and even controlled many — often against the wishes of the employers concerned. In this way they contributed to understanding and labour peace while developing the skills of labour leaders.

"If they continue this process under the new system, they will sign their own death warrants — unless their union has the full recognition of employers at company level.

Shortcomings

"If employers do not recognise the union, its members on works committees and industry committees will soon lose credibility in the eyes of the workers they represent.

"Trade unionists have to account to their membership for achievements and failures. The new system is fraught with shortcomings which leave little scope for achievements. In addition

Mr Loet Douwes Dekker — the emerging Black labour movement will be undermined.

it does not automatically provide workers' representatives with adequate opportunity to report back to the workers in the way that would allow trade unionists to account to their members.

"What's more, it is the system — and not the trade unionist — that will take credit for any achievements if employers do not recognise the union."

Mr Douwes Dekker said the Minister of Labour had stated previously that the committee system would bleed Black trade unions death.

"Under the old system that was not possible, but the new one poses a real threat.

"Responsible Black labour leaders have warned that political elements are striving to replace them. By making their position untenable, employers will open the door to confrontation," Mr Douwes Dekker said.

SPEECH DELIVERED BY THE HONOURABLE MARAIS VILJOEN, M.P.,
MINISTER OF LABOUR, AT THE ANNUAL BANQUET OF THE NATAL
CHAMBER OF INDUSTRIES AT ILANGA CENTRE, ELANGENI HOTEL,
DURBAN ON TUESDAY, 18 NOVEMBER 1975 AT 10.00 P.M.

Where you have honoured me with an invitation to address you tonight I assume that I am expected to refer to some of our joint spheres of activities and seeing that your Chamber's members employ approximately 180 000 workers of all races, I think I should touch on the aspect of how these 180 000 workers can best be kept contented and productive.

Who knows better than yourselves that industrial unrest not only adversely affects the living standards of the workers and the profitability of the employers, but that it can also be socially and politically disruptive, as we have seen in some overseas countries and even in your own area some time ago.

As Black employees predominate in your industrial sphere as well as in most sectors of our general economy it speaks for itself that we should devote special attention to the creation of such effective channels of communication with our Black workers that they can rightly feel that proper attention is being paid to their needs.

As you are no doubt aware, the Bantu Labour Relations Regulation Act has been on the statute book since 1953 and you are also aware that the initiative for the formation of works committees as a means of communication between employers and employees was vested originally in the workers themselves.

Experience has shown, however, that the workers have failed to avail themselves of the opportunity to establish committees, with the result that by 1973 - after the Act had been in existence for 20 years - there existed less than 200 committees.

The labour disputes which occurred during 1973 - which I am sure still evoke unhappy memories in the minds of most Natal employers - clearly accentuated the lack of proper and effective channels of communication between employers and their Black employees. Investigation revealed that in the great majority of cases channels of communication did not exist at all and that this defect was the cause of unnecessary misunderstanding and friction.

It was realised at the time that something had to be done in order to rectify the situation and the Act was accordingly amended to provide, inter alia, for the establishment of proper channels of communication between employers and their Black employees.

In addition to the works committee concept, provision was then made for the establishment of liaison committees consisting of an equal number of representatives of workers and of employers.

The object of this was to bring the employers and their Black workers into direct contact with one another in an effort to bridge the communication gap and to create a climate of consultation instead of confrontation, with a view to eliminating misunderstanding and the lack of appreciation of each other's problems.

This contributed to improved human relations generally which in turn culminated in a more relaxed labour atmosphere.

Without hesitation I can say that the liaison committee system was an immediate success.

In support of this I wish to mention that up to the present no less than 2273 liaison and works committees have been established since the Act was amended during 1973.

What is even more heartening is the fact that these committees today represent more than 608 000 Black workers, or 24% of our Black labour force - a fact which can be largely attributed to a general realisation of the need for better communication opportunities in this field of labour.

As to the value of committees in contributing towards sound employer-employee relations, it is worthy of mention that of the 435 strikes which occurred during 1973 and 1974 in which Bantu were involved, only 35 occurred in establishments in which committees had been established.

At the remaining 400 no committee of any sort existed.

But this is not the only evidence to show that the committee system has proved its value.

You are all acquainted with the findings of the survey which the University of the Free State conducted only a year after the new system had been in full operation, and which indicated that productivity had increased in 39% of the cases investigated,

that in 82% grievances had been reduced

while communication had improved in 97% of the cases

whereas 82% of the companies concerned with the investigation had stated that they were satisfied with their liaison committees and with the results which they produced.

Sonder om u met feite en syfers te verveel wil ek tog net daarop wys dat waar daar in 1973 altesaam 246 stakings voorgekom het waaraan Swart werkers deelgeneem het, dié syfer in 1974 slegs 189 beloop het.

Gedurende die huidige jaar het daar tot aan die einde van September maar net 91 stakings plaasgevind waarby Swart werkers betrokke was.

Dit is ook betekenisvol dat waar daar in 1973 altesaam 1 300 000 manure verlore gegaan het as gevolg van stakings deur Swart werkers, dié syfer tot 653 000 in 1974 - d.w.s. met meer as die helfte - verminder het, terwyl tot aan die einde van September van hierdie jaar, maar net 86 000 manure verlore gegaan het.

Ek noem hierdie syfers om aan te toon in welke mate die Wet meegewerk het om misverstande en wanbegrippe uit die weg te ruim en 'n basis daarstel waarmee beter menseverhoudings op die arbeidsfront tot stand gebring kan word.

Afgesien van die vordering en die bevredigende resultate wat behaal is sedert die Wet gewysig is, is ek begerig dat al hoe meer werkgewers van die komiteestelsel gebruik moet maak, omdat dit slegs kan bydra om 'n meer tevrede arbeidsmag en gelukkiger werkgewer-werknemerverhoudinge daar te stel.

In this connection the positive attitude of some representative employer organisations is most gratifying.

One of the largest organisations has established a special section to assist its members in the formation of liaison committees. The personnel of the section concerned include qualified and trained Bantu, and provision is made for special short but intensive and thorough training courses for Bantu workers with a view to equipping them to participate in negotiations with their employers.

I am also pleased to know that the Natal Chamber of Industries has taken positive steps to promote communication and dialogue between employers and their Black workers.

I have been told that since the date of coming into operation of the amending Act the Chamber has held a number of seminars to acquaint employers with the provisions of the Act and particularly with regard to the functioning of liaison and works committees. The Chamber's Labour Division has even drafted and circularised model rules for such committees to its members in an effort to facilitate the establishment and operation of committees in their establishments.

But unfortunately there are still establishments in which no committee of any sort exists.

The reason often advanced for this unfavourable state of affairs is that the employer concerned does not regard a committee as at all necessary. Yes, often a committee is regarded as just a nuisance.

It is usually only after a strike has occurred at such an establishment that the employer is prepared to give his blessing to the formation of a committee.

But then there are, alas, also employers who regard the present committee system as a mere interim phase and are not prepared to waste their time and energy on what they consider a passing phenomenon.

And, related to this attitude, we have those employers who would sooner have a recognized Trade Union in their establishment - inter alia for the benefit of not having to deal regularly with the representatives of their own Black workers but rather with a Trade Union head office situated quite outside their daily sights.

These attitudes force me to appeal once more to all such employers - whether they are in the category who just do not want to be bothered with regular communication and negotiation with their Black worker representatives or who may think that the present system is just a passing phase, to accept that South Africa is fully entitled to develop its own system of communication with its Black workers - a system which has so far proved to be working very well because it is a system rooted in our particular needs and circumstances and which provides the Black worker with communication channels already envied by many White and Coloured workers.

Thus to bargain on its early disappearance is indeed a real waste of time.

What will happen in the future is that the system will be altered from time to time as and when the need for further changes may arise.

That's why my Department has just distributed a draft bill designed to improve the present system in several ways - the most important being to give agreements reached between employers and their Black workers the force of law.

In this regard I am looking forward to positive suggestions which your Chamber might like to offer in response to the invitation of my Department for comment on the bill.

In conclusion I wish to state that the committee system, especially the liaison committee system, affords the employer an opportunity to participate in developing the negotiating skill and potential of his Black workers.

If this opportunity is effectively grasped it will foster a spirit of goodwill and mutual understanding between workers and management, thereby eliminating the growth of opposition and antagonism which so often bedevil employer-employee relationships.

Mr. President, we can be justly proud of our country's rapid industrial and economic progress. The extent to which our achievements in this regard can be sustained largely depends on our willingness to handle our labour in a fair and humane manner.

Fortunately we have a common aim, namely the welfare and prosperity of this wonderful country of ours and as long as this remains our main objective, I am sure there will be few difficulties we will not be able to resolve.

You have a fine record as a leading and responsible organisation and I would ask you to build on that foundation in the interests of your members, industry and the country as a whole.

I wish you strength in your efforts in this regard.

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N.B.: FOR RELEASE AFTER DELIVERY ON TUESDAY,
18 NOVEMBER 1975 AT 10.00 P.M.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE
REQUEST OF THE MINISTRY OF LABOUR.

PLACE
PRETORIA

DATE
18 NOVEMBER 1975

19/11/75

Strike drop a boost for work groups

Political Correspondent

The Minister of Labour, Mr Viljoen, has disclosed a dramatic drop in the number of man-hours lost through strikes by Black workers since the introduction of works and liaison committees two years ago.

He told the Natal Chamber of Industries at a banquet in Durban last night it was "a real waste of time" to bargain on the disappearance of the works committee system.

What would happen instead in the future was that the system would be altered from time to time when the need for changes arose. This was why a draft Bill had just been distributed designed to improve the present system by giving agreements reached between employers and Black workers the force of law among other things.

Mr Viljoen said that in 1973 — the time when works committee legislation was introduced — 1.3-million man-hours had been lost in Black strikes.

Last year the number had dropped to 653 000 and up to the end of September this year, only 86 000 man-hours had been lost in this way.

BETTER NOW

"I mention these figures to show to what extent the Act has contributed to remove misunderstandings and false impressions and to establish a basis through which better human relations can be brought about on the labour front," he said.

Regardless of the progress made since the Act was amended, Mr Viljoen said he was eager that more employers should use the committee system, because it could only contribute to a more satisfied labour force and to happier employer-worker relations.

The Minister applauded some employers for their positive attitude. One of the largest organisations, he said, had established a special section to assist its members in the formation of liaison committees.

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Liaison system changing

Mercury 19/11/75

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Financial Editor

THE MINISTER of Labour, Mr. Marais Viljoen, appealed in Durban last night to all employers who have not used the liaison committee system of communicating with Black workers, to do so without delay.

Speaking at the annual dinner of the Natal Chamber of Industries, he said these employers might not want to be bothered with regular communication, or they might think that the present system was "just a passing phase." But they must accept that South Africa was fully entitled to develop its own system which had, so far, worked very well.

"It is a system rooted in our particular needs and circumstances. It provides the Black

workers with communication channels already envied by many White and Coloured workers."

Instead of its early disappearance, the system would be altered as the need arose.

"That is why my Department has just distributed a draft Bill designed to improve the present system in several ways — the most important being to give agreements, reached between employers and their Black workers, the force of law."

Mr. Viljoen added that 2 273 liaison and works

committees had been established since the Act was amended in 1973. These represented 608 000 Black workers, or 24 percent of South Africa's Black labour force.

Of the 435 strikes in 1973 and 1974, in which Africans were involved, only 35 were in establishments where committees had been formed.

A survey carried out by the University of the Free State had shown that the committees had not only reduced grievances and improved communications, but had also been responsible for boosting productivity.

Unions: SA not awake

ARBUS 21/11/75

134

PEOPLE in South Africa are not quite aware of what trade unions are and the attitude of many employers, who have experience with what has happened abroad, is wrong.

Dr M. A. du Toit, head of the Department of Extramural Studies in Commerce at the University of Stellenbosch and member of the Committee for Economics and Labour on the Erica Theron Commission, said this in an address to the Institute of Personnel Management (Southern Africa) in Cape Town yesterday.

Dr du Toit spoke on the industrial relations system in South Africa. He said industrial relations would be of greater importance in the months to come. He said many in South Africa did not have the 'faintest idea' of the labour laws and could not be expected to have a full knowledge of laws involving management and workers.

COMPETING

Referring to the Industrial Council's Act, Dr du Toit said too many of the industrial councils were



registered on a local basis rather than a national one.

Many, while spread out and competing with one another, were serving the same purpose. He said with the application of minimum wages discrimination was apparent. When people pay wages, the lower categories are kept to a minimum. In many cases the Coloured gets the minimum and the White the higher scale.

Referring to the Wage Act, Dr du Toit said the principal was sound but the Wage Board was functioning 'far too slowly' and was 15 to 20 years behind the times.

He said South Africa was 'fortunate' in that in 1924 the necessary steps were taken to prevent large-scale strikes.

November 21, 1975.

RDM
**Those
with a
lot may
get only
a little**

By JOHN IRIE

THE wage restraint agreed to by trade unions as their contribution to the anti-inflation programme may be extended to high-income employees.

The Minister of Economic Affairs, Mr Chris Heunis, confirmed yesterday that proposals for this were discussed this week by the special committee set up to monitor the progress of the anti-inflation campaign, but said no decision had been reached.

I understand it was proposed that.

● People earning more than R15 000 a year should be asked to go without a salary increase altogether during the six-month wage restraint period October to March;

● Those earning between R12 000 and R15 000 should be asked to absorb three-quarters of the increase in the cost of living, by accepting a wage rise equivalent of only 25 per cent of the rise in the Consumer Price Index;

● Those earning between R9 000 and R12 000 should be asked to absorb half of the cost of living increase, by limiting their wage demands to 50 per cent of the rise in the CPI. Pressure for these "sacrifices" to be extended to higher paid employees is said to have come from the trade union movement, which has committed its membership mainly people earning well below R9 000 a year to limit their wage demands to 70 per cent of the rise in the CPI, a "wage rise sacrifice" of 30 per cent.

The feeling among trade unionists is that it is only equitable that higher-paid workers should make proportionately greater sacrifice.

The committee, which represents Government, employers and trade union leaders, is said to have been in favour of the proposals but the final decision rests with the Government.

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SA must provide system

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ARGUS
21/11/75

The Argus Correspondent

SALISBURY. — South Africa must provide for a system of industrial partnership between organised management and organised labour, Dr Zach de Beer, an executive director of the Anglo American Corporation of South Africa, said here.

Speaking at a seminar on labour relations in Salisbury, Dr de Beer, who is head of his corporation's manpower resources division, said: 'We should not consider that we have unlimited time.'

Referring to the 1973 strikes and the disturbances on the gold mines this year, Dr de Beer said: 'A situation already exists in which all of us stand to lose unless we develop a partnership based on truth and trust demands full disclosure.'

The world was one of change and there was a need for human institutions to keep pace with technological, economic and political development, and social change that included a revolution of rising expectations, he said.

COURSE

South Africa was further back up the road than the highly industrialised countries and should not pursue the course those countries had followed simply because they had followed it.

'We should recognise that our task is not identical with theirs, but overall, and in the long run, the same kind of change is taking place here as there.'

He said in South Africa the question of trade unions for Blacks was a controversial one. Unions were not outlawed, but neither were they recognised in legislation for bargaining purposes.

RIGHTS

'However, some of us regard the extension of such rights to Blacks as inevitable and necessary,' he said.

There was a vital need for South Africa to have an objective comprehensive colour-blind job evaluation system, he said.

Finance I

ical influences. If, however, a functioning partnership between management and labour Black and White, can be achieved in South Africa, then the political strains of the coming decade can be faced with vastly more confidence,' he said.

'The trend has been for White wages to go too high and Black wages to stay too low, resulting in over-valuation of some jobs and under-valuation of others.'

Anglo American and De Beers had introduced a job evaluation and wage setting system with good results, and the system had been adopted throughout the gold, coal and diamond mining industries.

PARTNER

Dr de Beer said that however much a business wished to be non-political, it was found in practice that in any business of any size, government was in fact a partner.

While labour relations should be bilateral, government would generally exert influence and had to intervene if there was persistent trouble.

'Accordingly, it is starry-eyed to ignore polit-

Black workers 'need more say in business'

STAR 26/11/75

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Labour Reporter

Honesty and sincerity with one's Black workers are essential for the survival of one's organisation, according to a leading personnel manager, Mr J D G van Heerden

Black workers would have to be trained in negotiating. They would have to receive explanations about finances and they would have to be drawn into the firm's planning process, he said. "Management will have

to accept that policy decisions are going to need the consent of the workers if a happy and effective workforce is to be maintained"

Mr van Heerden was speaking at a Johannesburg seminar on labour relations, arranged by the National Development and Management Foundation

The introduction of the committee system of representation for Black workers stemmed from "incompetent management insofar as the worker is concerned," Mr van Heerden said

Where properly introduced, the system had reduced absenteeism and improved productivity through communication

But the committee system had also highlighted ineffective management and led to Blacks, in some cases, having a more effective channel of communication with management than Whites

SIMILAR SYSTEM

Because of that, Whites had even requested that a similar system be introduced for their benefit, Mr van Heerden said

According to one school of thought, the present system could evolve into a "total, all-employee representative body"

Much original thinking would be required to cope with the labour situation in future owing to South Africa's heterogenous labour force

"The present systems may well expand into a body of integrated, economically active persons, irrespective of race or creed" Mr van Heerden suggested

Labour goodwill 'not enough'

5722 26/11/75
Labour Reporter

South Africa cannot rely on goodwill alone for its Black labour relations, according to the personnel manager of a leading industrial and commercial group, Mr R. V. Sutton.

The number of works and liaison committees for Black workers introduced voluntarily was not adequate to meet the needs, Mr Sutton told a labour relations seminar of the National Development and Management Foundation in Johannesburg today.

In preference to compulsion to raise the numbers of committees, he proposed a "device of

regional agreements for specific trades which would be applicable to everyone."

Such agreements on wages and working conditions would be concluded through a regional labour council composed of employers and workers in undertakings where committees existed.

The representativeness required of such bodies should not be too stringent, Mr Sutton said.

In that way organisations would be encouraged to form committees for their workers in order to qualify for participation on the regional councils.

The existence of an agreement on wages and working conditions in the individual enterprise could be made a condition of membership of the regional councils, and such agreements might be approved by the councils.

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PLEDGE ON JOB SYSTEM

memory 27/11/75

JOHANNESBURG—Employers who bargained on the disappearance of the committee system of representation for Black workers were "building on sand," Mr. Marais Viljoen said here yesterday at his last official appearance as Minister of Labour.

Mr. Viljoen was addressing a labour relations seminar arranged by the National Development and Management Foundation.

The Minister said two key aspects were the attitude of employers and the need to train Black workers in the art of debate and negotiations.

If they were not trained in the difficult task of negotiation, the system would not work properly, he said.

It was totally beyond the State to undertake such training, which would involve thousands of committee members. Employers had to take that responsibility.

He praised "the vast number" of employees who had adopted the right attitude towards committees and committee members.

But, he said, there were those who regarded the system as "a nuisance or a passing phenomenon."

If a managing director summoned committee members to his office for a "monologue," perhaps without offering them a say, then no legislation would be able to create the desired labour relations or race relations, Mr. Viljoen said.

He said 2 276 committees were in existence, representing 6 08 0'00 Black workers or 24 percent of the Black labour force.—(Sapa.)

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Black labour dilemma

The Argus Correspondent
JOHANNESBURG. —
The Minister of Labour, Mr Marais Viljoen, believes his department will take a hand if Black workers do not take advantage of their proposed negotiating rights.

He was reacting to concern among employers at a Black labour seminar which he attended in Johannesburg.

The meeting, arranged by the National Development and Management Foundation, was told that employers and not workers had taken most of the initiative in forming committees for their Black workers.

Therefore the growth of Black industry committees — which are to negotiate binding agreements with employers — was expected to be slow.

Mr Viljoen suggested that employers might also

take the initiative in forming these committees, comprising only Black workers.

But he was sure that, if there was no movement in this direction, his department would do what was necessary to form industry committees.

NEGOTIATING

The Minister ruled out the possibility of such committees being given negotiating power on industrial councils.

The industrial council system was one of the pillars of industrial peace in South Africa.

'We simply can't discard that for something which has not been fully tried yet,' he said.

But Black workers could have 'meaningful participation' in the discussions of industrial councils.

The Minister also made it clear that the Government had no intention of prohibiting or encouraging the formation of Black trade unions.

'It has never been the policy to prohibit them,' he said. 'We could have done that years ago but we did not find it necessary. And, by the way, we are not so foolish as all that.'

RELATIONS

South Africa's labour relations system was working according to South Africa's needs, 'and not according to demands and wishes of people outside our borders,' Mr Viljoen said.

Mr Viljoen said the question was how to improve the committee system of representation whose soundness had been shown by experience over the past two years.



Mr Marais Viljoen



NATAL EMPLOYERS' ASSOCIATION

TEL 27658 61851 TELEGRAMS INPACE PO BOX 2080 DURBAN 4000 SUITE 2820/320 WEST STREET DURBAN 4001

DIRECTOR L D THORNE, M A (Cantab), BARRISTER-AT-LAW (U K)

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LDT/LW

28 November 1975

The Secretary for Labour,
Department of Labour,
Private Bag X117,
0001 PRETORIA

Dear Sir,

DANTU LABOUR RELATIONS REGULATION ACT 1973
PROPOSED AMENDMENT BILL 1976

From the historical background to this legislation, and governments' declared policy, it must be assumed that this piece of legislative machinery is primarily designed to provide for the settlement of disputes in which Blacks are involved without any necessity to involve the assistance of labour 'organisations' - such as trade unions. The effectiveness of the proposed amendments may therefore be tested in the first place by attempting to assess how far they might progress this primary objective.

1. A 'labour dispute' is defined to mean 'a labour dispute in which employees (i.e. Bantu) are involved'. Presently a Regional Committee is required to assist in the settlement of such disputes (Sec. 6(1)(c)), and may deal 'with any other matter affecting employees (Sec. 4(4)); a liaison committee can consider any matter 'of mutual interest' to the employer and employees and can make recommendations on 'conditions of employment or any other matter affecting their interests' (Sec. 7(2)); a works committee may similarly communicate requirements of the employees to their employer and negotiate 'conditions of employment or any other matter affecting their interests' (Sec. 7A(10)), and so may a co-ordinating works committee (Sec. 7B(4)).

It is proposed to delete the references to 'any other matter'.

In terms of possible labour unrest we are therefore left with 'labour disputes' and 'conditions of employment' to cover all the possible causes of such unrest. Liaison committees could still 'consider matters of mutual interest' but would have no power to negotiate thereabout.

Firstly, therefore, we must be very clear as to what is a 'labour dispute'. If it is to be interpreted in line with Section 43 of the Industrial Conciliation Act we are basically back to 'conditions of employment'. If it is to cover all aspects of 'dispute' as defined, say, in the Shorter Oxford English Dictionary, then the Act must say so and be sure also to include similar powers in the functions of the Liaison/Works/Co-ordinating Committees.

Secondly, we must be clear as to the scope of the intended power to mediate, conciliate or even act at all with the 'disputing' factions. As the Act stands, it has been ruled, the machinery can only be invoked between employer and employees. When a 'dispute' is carried to the length that the employees are discharged, the Act has no jurisdiction - despite the continuing dispute - until they are re-engaged, as is of course the current practise for the majority of such employees. This recently occurred in Durban when 600 employees, objecting to the continued employment of a particular executive, found, after such a discharge, that they could only be represented by their Black Trade Union. If the Act is intended to provide machinery to settle such 'disputes', at all stages thereof, it must so provide in unequivocal terms, and the necessary powers be vested in Regional and Industry Committees, if these come into being.

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it is said that this is because they do not regard the members of the committees as truly representative of their interests. If this is the situation at the grassroots committee stage, where will we stand with the representation by an Industry Committee? The existence of a liaison/works Committee is no evidence that it is representative of all the employees in that establishment, anymore than the existence of a trade union can be taken to 'represent' all eligible persons or an employer's association to include, automatically, all employers in that trade etc.

Similarly, to prevent fraudulent misuse of the legislative provisions it will be essential to prescribe the registration of employer bodies who will, as in the Industrial Conciliation Act, have to be required strictly to prove their representativeness.

Operation. Within the Industrial Conciliation Act the Council remains the arbiter in its own industry and provided the Blacks can accept the value of their participation no further safeguards appear necessary for the protection of minority interests or the economy generally.

Outside the Industrial Conciliation Act, however, there are at present no safeguards for minority interests (i.e. White and Coloured). NEA feels that the Wage Board procedures guarantee safeguards to all employer and employee groups and that the Wage Board should be retained as the final arbiter before the issue of any 'Agreements' or 'Orders' (new Secs. 11A & 11B). It is for consideration whether the Wage Board should not be the only medium for the issue of such wage regulating measures. Although the initiatives proposed to arise through employers and industry committees (via. 'Agreements') or employers alone, after consultation, (via 'Orders') should be encouraged, they should be channelled through the Wage Board, to ensure the protection of it's procedure, before any publication is permitted.

It must be recorded that, while NEA welcomes the intention to provide Blacks with a greater opportunity to take part in the regulation of their own affairs in regard to wages and conditions of employment and in the settlement of disputes in which they are involved, concern has been expressed at the creation of a third procedure for the production of wage regulating measures outside of, and unprotected by, the detailed provisions of the Industrial Conciliation Act and the Wage Act. It has been conjectured whether a way could be found to permit representation of 'unorganised labour' on Industrial Councils and before the Wage Board without the necessity for such new, and as yet unregulated, procedures. In order to make such new procedures effective it may be necessary to write so much of the detail of those Acts into this Act that it may be worth further consideration of this suggestion before committing our economy to this new procedure which must further the polarisation of the racial composition of our workforce at a time when all our efforts are devoted to welding such workforces into a cohesive and more productive single unit.

The following specific recommendations are made :-

- (a) That 'trade', 'area' and 'establishment' need careful definition. An Industrial Registrar would appear to be an essential both to keep the records, to adjudicate on applications and to decide demarcation disputes, for which no machinery is presently envisaged.
- (b) That so soon as possible the personnel of Regional Committees and the Central Bantu Labour board be found by 'election' and not by 'appointment' in order that the influence of government may be seen to give place to the right for the employees to look after themselves.
- (c) That 'co-ordinating' liaison committees (proposed Sec. 7(5)) be authorised on the same lines as works committees, and also for an employer with diverse industrial interests, maybe over a wide area or even throughout the Republic, and not only for a member of establishments in the same industry and area. It is further recommended that just as no prior approval was required to form a co-ordinating works committee, so no approval from the Secretary for Labour or any officer designated by the Minister should be required before forming a liaison committee under this section.

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

SA alternative to black trade unions is 'out'

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SA 17/12/75



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

Labour Reporter

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

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

"One company said works committees were a mere deception and

wanted to deal only with trade unions."

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

FIRST VISIT

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

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

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

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

SOLUTION

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

Enterprise-based unions, as existed in Japan, were

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

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

DISCRIMINATION

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

"We expect a start to internal detente with

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

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

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

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

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

(12)

(134)

RDM 13/12 JK

Protectionist labour: Whites only

JOHN IMRIE

ALL trade unions are protectionist. What distinguishes the Rightwing labour movement in South Africa is that its concern extends only to White workers.

The Rightwing unions are grouped collectively in the 190 000-strong SA Confederation of Labour, which has a verkrampste leadership but a verligte secretary, Walter Grobler.

Its main constituents are the seven Railways trade unions (membership just under 100 000) and the Pretoria-based Co-ordinating Council of SA Trade Unions (about 45 000).

The Railway unions are mostly fairly verlig, have permitted considerable job advancement for Africans, would like some contact with the liberal Trade Union Council of South Africa and are readily prepared to put the interests of their members ahead of the National Party.

The Co-ordinating Council ("Ko-ordineerde Raad") is relatively verkramp, supporting job reservation, and does not deviate from NP policy. Its long-time leader,

Lucas van den Berg, was rewarded with a senatorship.

One rebel within the Raad's ranks is the HNP supporter, Gert Beetge, racist but able leader of the White Building Workers' Union.

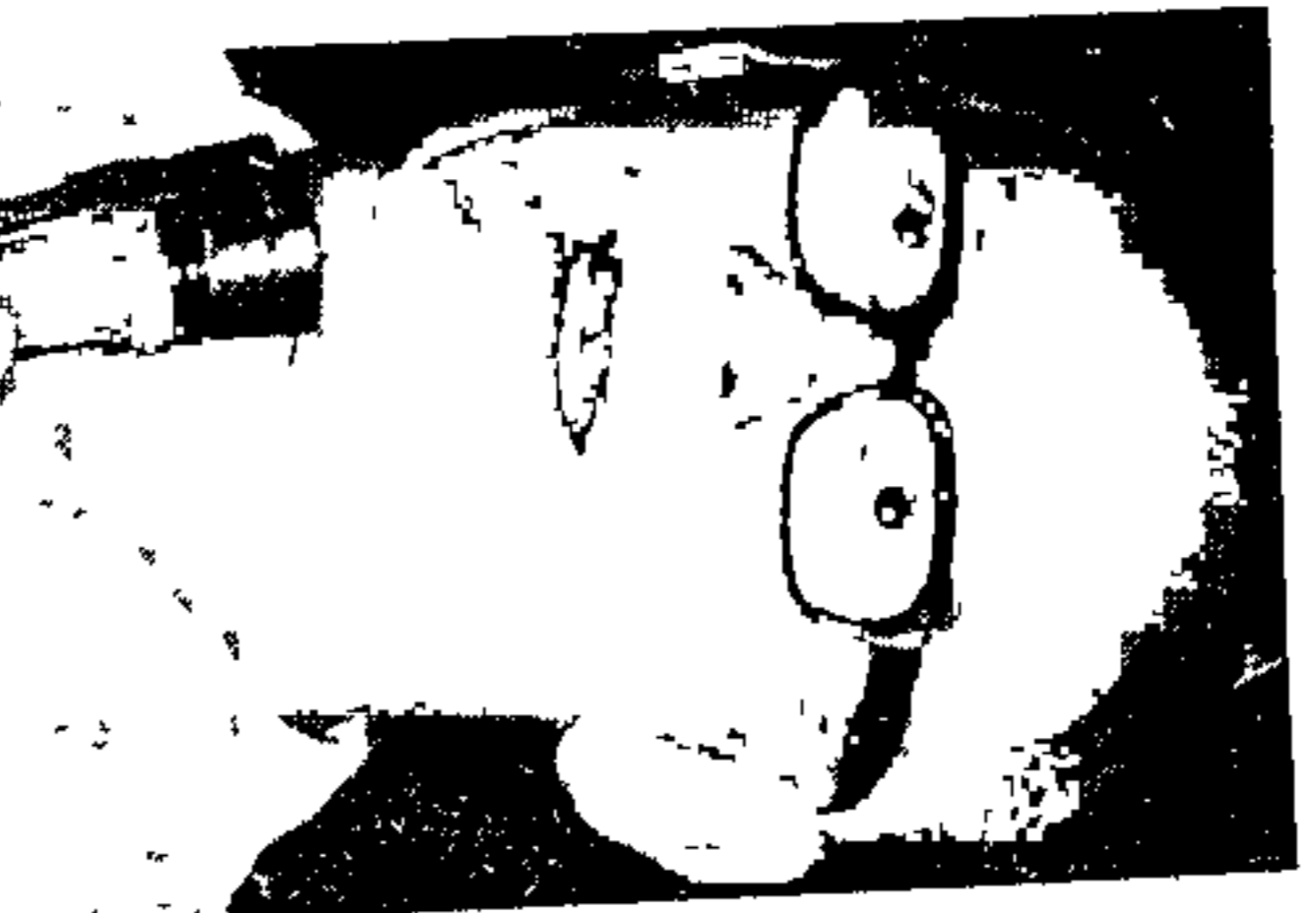
Outside these two groups is the Mine Workers' Union, which Dr Albert Hertzog helped gain control of for Afrikaner nationalism and which played an important role in the NP's 1948 election victory.

It is now headed by "Arrie" Paulus an independent-minded racist who does not hesitate to tilt at the windmills when he feels it necessary.

Finally, there are the various public servants' associations which have little or no contact with the labour movement and generally try not to embarrass the Government if they can help it.

All the Rightwing unions have White-only memberships and jealously protect their members' jobs from Black encroachment, except where necessity has forced relations.

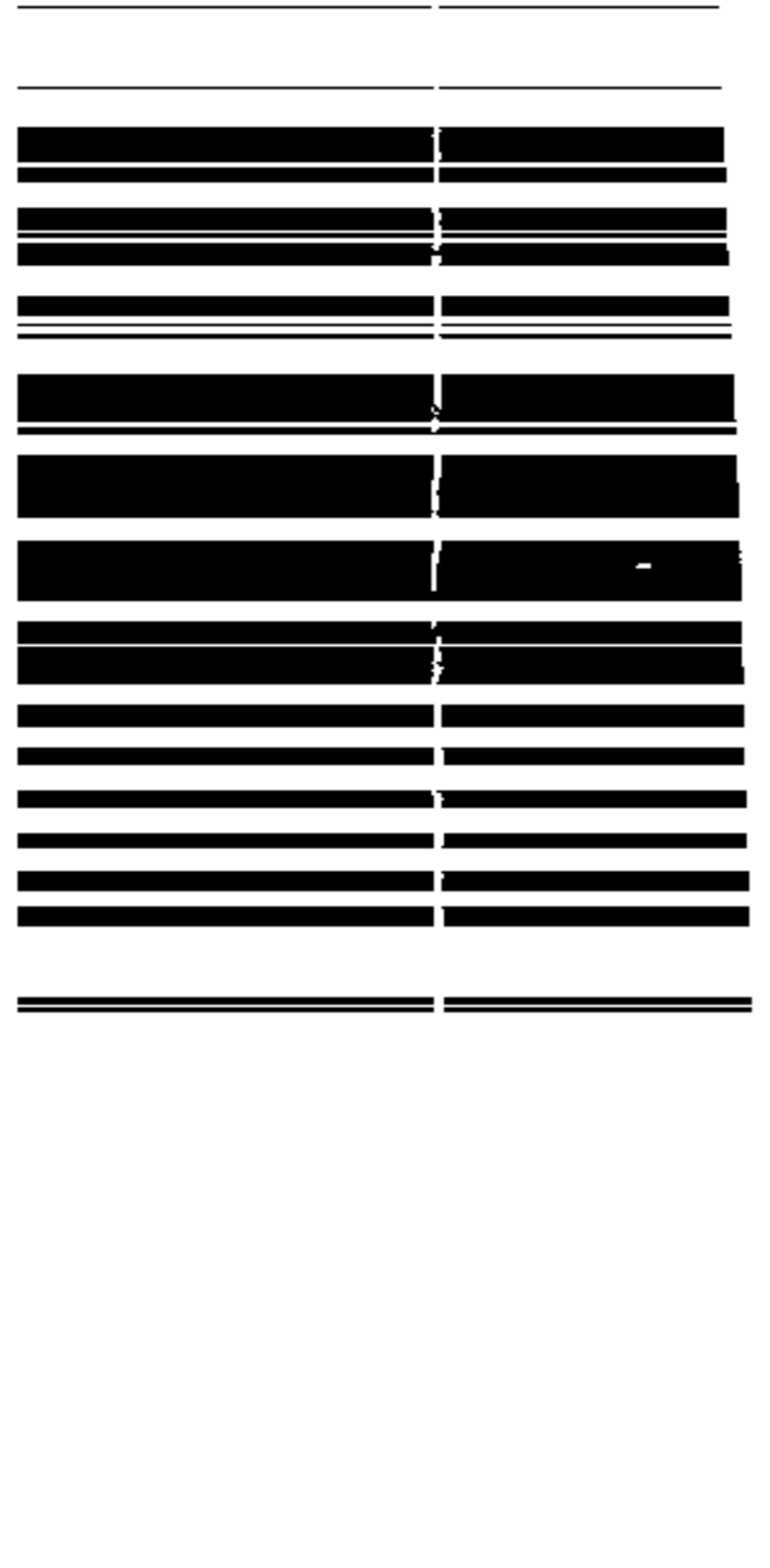
This has happened on the mines, on the Railways, in the steel and engineering industry, the building industry and the Post Office.



GERT BEETGE



ARRIE PAULUS



diversion from the goal of true independence. The UN Council for Namibia has already been active in preparing internationally recognised travel documents for Namibians in exile. Its future effectiveness depends solely on the extent to which the big 3 imperialist powers in the UN Security Council are prevented from frustrating the will of the majority of members of the General Assembly.

More is at stake here than simply the future of Namibia. If the UN can be brought to intervene decisively and wrest Namibia from Vorster, the door is open to effective sanctions against apartheid South Africa, to the total isolation of the illegal settler regime in Zimbabwe, and to the defeat of Portugal's weakening rule in her 3 African territories. This is why not only South Africa and Portugal, but also the US, Britain and France are desperately striving to halt the march of history. If, at the UN, they can be politically isolated and routed, the independence of Namibia must follow speedily. And in this real possibility lies a great challenge to all democratic and progressive forces in the West.

J Villiers, May 1972

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Apartheid, Industrialisation and the Trade Unions

by R E BRAVERMAN

The Vorster regime and its imperialist backers have launched a campaign at home and abroad to pretend that there is a 'liberal' mood building up in South Africa. Defenders of apartheid are striving to persuade people abroad that continued industrialisation will speed up the process of breaking down colour bars.

The purpose is to pretend that trade with and investments in South Africa should be encouraged and that anti-apartheid boycott campaigns are retrogressive if not downright reactionary. Industrialisation and economic growth, so it is claimed, with the consequent shortage of white skilled labour, will substantially improve the position of African, Coloured and Indian workers and, will eventually lead to a relaxation in the racial situation in South Africa. This view is being propagated by people who are defenders of its apartheid policy and who wish to make South Africa acceptable to the international community.

Certainly, there is a shortage of skilled workers in certain areas. D I M Vorster (Director, National Institute for Personnel Research) in his paper *Labour Requirements for the 1970's* delivered to the National Development and Management Foundation of S.A., at the 9th Business Outlook Conference, October 1970, said

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Recent surveys by Federated Chamber of Industries and Associated Chambers of Commerce revealed an estimated shortage for all races of 101,000 (FCI 65,000 & ASSOCOM 36,000) Greatest shortage for males is in transport, communication services, professional, technical and skilled occupations Regarding occupational distribution, a great gap separates White and Non-White groups 19 per cent of whites are in professions, management, administration and technical occupations as compared with only 2 per cent of Non-Whites Whites, forming less than 1/5th of population of 21 million, provide almost the entire managerial, administrative and skilled personnel

The truth of the matter is, the whites dominate administration, executive and professional positions both in the public and the private sectors The sons of white skilled workers – engineers, building artisans or typomen – are receiving higher education and moving out of the working class into the professions

The labour shortage is in industries that are experiencing a boom, such as construction, mining, motor industry, iron and steel and related industries They cannot obtain the number of skilled men required Expansion in any one area such as the public sector represented by the military build-up, will attract recruits who would otherwise be available to the manufacturing industries White immigration is not sufficient to provide the skills required, therefore, employers are urging a relaxation of the colour bars This is borne out by statements made by employers' representatives

'We have not got the White manpower to fuel the economic advance of this country' declared Mr E L Klopfer, Vice-President of the S A Federated Chamber of Industries 'The recruitment of immigrants has not proved as successful as originally expected, said the Master Building Industries Federation' (*Rand Daily Mail*, 17 April 1970)

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits To be precise, they want the relaxation of some restrictions which would enable them to fit Black and Brown workers into jobs where Whites are no longer available They do not propose any change in the power structure in which whites alone are the lawmakers for the mass of Black and Brown peoples The integration of a number of skilled African, Coloured and Indian workers into the lower echelons of the white economy will not bring

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about the fundamental changes which are required The political power remains firmly rooted in the hands of a government that is responsive only to the white electors In fact the ruling class in South Africa do not want to see any fundamental change in the political structure They will fight to retain the present political structure – white racist minority rule

THE WHITE TRADE UNIONS

An idea is being spread that the established trade union movement in South Africa has undergone a change, that it is turning against the apartheid regime, is supporting the claims of African, Coloured and Indian workers and is associating with the liberal opponents of the Vorster regime

This is an optimistic evaluation, shared in some international labour circles such as the I L O, based on some statements made by leaders of the trade union council of South Africa (TUCSA) The Director-General of the I L O, in his Seventh Special Report on the Application of the Declaration concerning the Policy of Apartheid of the R.S.A has thus to say

The overall picture is one of a general erosion of the occupational colour bar in about every sector of the economy the factual trend will increasingly be towards the economic integration of all the races living in South Africa and would be not only welcomed by management but also accepted by a substantial section of the trade union movement

Let us examine the existing trade unions and their policies The Co-ordinating Council of S.A. Trade Unions – Die Ko-Ordinerende Raad van S.A. Vakverenigings is the trade union organisation which helped the Nationalists into power in 1948 It consists of 14 unions with 55,097 white members employed in building trades, textile, shop assistants, road transport, provincial and public servants, iron and steel Volkskas, state saw millers and foresters and match workers This small, exclusively Afrikaner organisation represents public servants and workers in parastatal organisations such as Iscor and Sasol It has marked similarities with the earlier Spoorbond also an Afrikaners trade union of the workers in the state-owned railway and harbour administration

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The Ko-Ordinerende Raad is a constituent section of the S.A Confederation of Labour, a pro-government body which echoes government policy. The other sections are the Federal Consultative Council of S.A Railways and Harbours, a state-company union, with 7 affiliated unions with a white membership of 86,235, a body which acts as a stooge to suppress trade unionism amongst African, Coloured and Indian workers, and the Federation of Mine Production Workers (with 3 unions and 22,200 white members) and 3 individual unions (Furniture, Municipal and TVL Explosives and Chemical WU) with a white membership of 30,198. Thus the total membership of the S.A Confederation of Labour is 27 unions with a membership of 183,781.

It will be seen that the Confederation as a whole is dominated by workers in the state-owned and parastatal enterprises.

Here is their attitude on the labour shortage in relation to the African, Coloured and Indian workers. This is what they say and act upon —

Mr. L.J. van den Berg, Chairman S.A Confederation of Labour, addressing the 9th Annual Conference of the National Development and Management Foundation of S.A, 13-14 October 1970

On the shortage of labour — 'I urge employers to recruit more labour overseas, more wages and fringe benefits to the existing labour force' (speaking as he does for Whites only).

On the issue of Africans and labour — 'Border areas are still White areas in spite of the fact that more Bantu are employed in those industries. It is a prerequisite to our support for decentralisation that our Industrial Conciliation Agreement will apply.'

The S.A. Postal Association refused to agree to the appointment of African, Coloured and Indian postmen on a permanent basis (*Garment Worker* 27 August 1971)

Mr. J.R. Benade, Secretary of the Federal Consultative Council of Railway Staff Associations said

'If a job which had been handed over to a non-white again came into demand among white workers, it would be re-instated as white work' (*Rand Daily Mail*, 2 July 1970)

The above attitudes merely reflect the policies these workers' leaders were nurtured in

The Trade Union Council of South Africa (TUCSA) which was formed in October 1954, held its 17th Annual Conference in Durban 14-16 September 1971. A number of resolutions and policy statements adopted gave to some the illusion that 'new currents and developments are now taking place within the White South African trade union movement'.

I must emphasise that TUCSA represents only a section of organised labour. Its membership consists of 16 trade unions with a combined membership of 186,478. No Africans are allowed. The Unions and membership are made up as follows

	White Members	Coloured	Indian	Total
13 White Unions	33,088	—	—	33,088
25 Racially mixed Unions	46,297	62,749	20,784	129,830
23 Coloured & Indian	—	14,524	9,036	23,560
61 Total	79,385	77,273	29,820	186,478

Out of a total of 186,478, 79,385 are whites and 107,093 Coloureds and Indians. Most of the unions represent the producers of light consumer goods, the distributive and service trades, transport, and three important unions of craft workers — typographical, iron moulders, boilermakers, iron and steel workers, ship-builders and welders. All these three unions have severe colour bars. The so-called black squad such as the moulders, boilermakers, were prominent advocates of the colour bar in the early formative period of trade unionism and have not changed their basic attitudes. The typographical union although ostensibly without a colour bar in their earlier constitution, had virtually eliminated Coloured, Indian and African skilled tradesmen by means of discrimination in apprenticeship, agreements and control of employment by their chapels.

TUCSA does not speak for the main body of white workers and cannot be said to represent an important section of the voters. By this I do not imply that we should deprecate the importance of TUCSA but we must put it in its proper perspective to evaluate correctly its significance. The purpose of this article is to examine the role and policy of TUCSA.

TUCSA, at its formation adopted a constitution closing the door to African trade unions. I do not intend to trace in detail the series of betrayals that marked the response of TUCSA to the Nationalist Government's offensive against free trade unions and the African, Coloured and Indian peoples. I must, however, draw attention to the nature of opposition offered by TUCSA to the IC Act of 1956. This is the statute that provides for job reservation by decree and for compulsory enforcement of racial segregation in the trade unions.

TUCSA's spokesmen protested against both these provisions, but did so on the grounds that the established and experienced trade union leadership could be relied upon to maintain the supremacy of the white worker in industry and commerce. In effect TUCSA said to the government 'Leave it to us, we can do a better job than your officials.'

I can find no evidence to support the argument that TUCSA has changed its nature of policy in any essential respect. It is as vulnerable to political pressure from the right as it has ever been. TUCSA's first constitution was open only to registered trade unions, which in terms of the Industrial Conciliation Act debarred trade unions with African members. A number of trade unions denounced this discrimination against African trade unions as being contrary to the principles and interests of the working class and as a shameful capitulation to the racial ideology and interests of the white rulers, notably the landowners and mineowners.

These Unions helped to establish the S.A. Congress of Trade Unions — SACTU — in March 1955 a non-colour bar constitution. TUCSA sponsored and supported a break away of African trade unions from SACTU and so FOFATUSA (Federation of Free African Trade Unions) was established with Mrs Lucy Mvubelo of the African Garment Workers and others. TUCSA was criticised in international trade union circles, and at its 8th annual conference in 1962 it revised its constitution to open its doors to 'bonafide trade unions' — thus African trade unions could also affiliate. It was hoped thereby that TUCSA would be accepted in international trade union circles. But few African Unions affiliated to TUCSA.

TUCSA and FOFATUSA collaborated to try to destroy SACTU. However, FOFATUSA did not inspire confidence in African workers and the leadership dissolved it in 1966 and urged its unions to affiliate with TUCSA.

In December 1967 TUCSA's Special Conference resolved once again to bar African trade unions. Their action was severely criticised by many international trade unions and in April 1968 its Annual Conference voted by a large majority (36 to 18 unions, representing 123,566 to 32,671 members) in favour of allowing African unions to affiliate.

Faced with criticism from the Minister of Labour and disaffiliations from right-wing unions, TUCSA's Annual Conference in February 1969 once again amended its constitution and excluded African Unions from affiliation. This decision which was severely criticised by Churchmen of the Christian Institute and International Trade Union Centres, did not succeed in averting attacks on TUCSA by government spokesmen.

The Government is anxious to retain only the Confederation of Labour which does not oppose its ruthless pursuit of policies entailing the decentralisation of industry and 'repatriation' of African workers from the industrial cities to the industries on the borders of the Bantustans.

These measures are part of their apartheid system designed to direct and control the occupational and geographic mobility of the African workers, so as to increase the exploitation of African labour and enrich the white land, mine and factory owners.

The Physical Planning Act of 1968, The Bantu Labour Act, 1964, the Bantu Laws Amendment of Government Notice R1260 of 7th August 1970, the Bantu Homelands Citizenship Act, 1970, and the Bantu Affairs Administration Act 1971 are all an extension and intensification of the oppressive apartheid system and migrant labour policy.

The policy of mass removal of Africans from the industrial cities and from white towns, forcing them into 'resettlement villages' with no employment, no agricultural land, no social amenities, no decent housing, schools and clinics has been described in *The Discarded People* by Cosmos Desmond. Its aims are

- a) to banish unemployed from the towns and cities, while concentrating them in definite places so that they are immediately available to the employers in case of demand in the future,
- b) to release the large reservoirs of African workers up to now locked up in the white farms and make them available in those sectors of the economy where there are shortages, simultaneously

to continue the land dispossession of the Africans, removing them from the land and depriving them of stock and agricultural land which they used to supplement their incomes,

c) to create conditions for the easier administrative, police and army control of the African people

The White racist minority regime's basic policy is as stated by the Minister of Labour, Dr. Viljoen

Our metropolitan areas, our white cities, will in future become whiter and not blacker. This government deems the survival of the Whites to be far more valuable than any temporary economic benefits (House of Assembly Debates, 1970, No 7, Col 3312)

Viljoen assured the Free State National Party Congress that the government would at all times protect the White workers in South Africa. The Government would not allow racial mixing among workers or whites to work under non-whites (*Rand Daily Mail*, 16 September 1971)

TUCSA argues that white workers' privileges can be preserved by accepting the African worker in a numerically growing number in the industrial expansion, by keeping the African trade unions under its control so enabling TUCSA to regulate wages and conditions of work for them. Here are some of their statements:

TUCSA has consistently advocated that all workers be allowed to form their own employee organisations, or alternatively, that they be admitted to the registered bodies under white control and guidance if necessary on a limited rights basis (TUCSA Secretary Grobelaar in TUCSA's Newsletter No 62, July 1968)

TUCSA demands equal pay for equal work, but does not support the major demands of all non-white workers i.e. that they should have equal opportunities as well (TUCSA Tom Murray then its President in April 1969, when Indian, African and Coloured doctors at King Edward VIII Hospital, Durban, threatened to work to rule to obtain the same salaries as their white colleagues)

The government is imperilling the living standards of the white workers by continuing to ignore the significance of the many thousands of African

workers now holding jobs on the other side of the colour line (Mr L.C. Scheepers, Pres of TUCSA, *Rand Daily Mail* 29 April 1970)

The trade unions must participate in determining the conditions of employment of all workers. It is proposed that additional powers possibly be given to the Bantu Labour Board Officials (Policy Committee recommendations adopted by NEC TUCSA, June 1969)

These statements expose TUCSA's attitude towards the 5 million African workers. The African workers know that the Native Labour Settlement of Disputes Act, the Board and officials are their enemies and weapons for the employers and government. They do not want any dealings with them.

The African coal workers, dockers, cement workers miners who went on strike in 1968, 1969, 1970, 1971 had been endorsed out, their leaders arrested, their strikes for legitimate demands broken. TUCSA to its shame and disgrace did not offer any help to these workers.

SACTU'S VIEW

In contrast, let us take the principled stand taken by South Africa's only truly non-racial trade union body, the S.A. Congress of Trade Unions. For the first time over several years SACTU's voice was heard when it presented an important memorandum to the National Labour Conference to consider the labour shortage, held at the University of Capetown from 28 April to 1 May 1971. I make no apology for citing this document at some length.

We are not able to be represented at your conference because of the oppressive action taken by the government against members of our organisation since our very inception in 1955.

The circumstances that prevent us from putting in a personal appearance are not irrelevant to the problems discussed at your conference.

What is the final analysis is the reason for the oppressive action taken by the government against us, our affiliated unions and against the entire body of trade unionism, or that section of trade unionists that have fallen foul of the government? We mention three categories - the unions

affiliated to us, the South African Congress of Trade Unions (SACTU) itself and other unions whose officials have been listed, banned and prevented from carrying out their duties as trade union organisers and administrators.

We and they have suffered this treatment because of our efforts to achieve the establishment of a free society enabling workers of all races to acquire education, technical skills and industrial experience.

No amount of persecution and repression by government and employers has changed our basic policy of striving for the liberation of workers of all races from racial oppression, colour discrimination and class injustices in every shape or form.

We believe it important that the conference should recognise that it is dealing with only one part of a complex, which embraces the entire area of political and social as well as economic rights and disabilities of groups in South Africa and relationships between them. More simply stated, the shortage of skilled labour is a function of the South African social structure and not simply a temporary malaise which can be cured by symptomatic treatment, ad hoc remedies and a patchwork approach.

The growth of the industrial societies in Europe, America, Asia and most of Africa has emancipated working people from pre-industrial restraints imposed by class legislation and feudalistic institutions. In South Africa alone do we find the existence of pre-industrial mentality, attitudes and institutions now imposed upon a highly industrialised base.

It is not enough to look at the problem from the point of view of the employers and economic growth. When one talks of the 'shortage of labour' one must think about the fate of the many thousands of our young black and brown people growing up in our country who have the desire and potential ability to advance economically, but are doomed by the social structure to a life-time of frustration, casual labour, long spells of unemployment and family disorganisation.

South Africa's enormous crime rate, one of the highest in the world, we say is a product of the labour situation as are the high rate of infant mortality, malnutrition and preventable diseases. The rulers of our country bear the responsibility for disease, crime and suffering which follows from competition to preserve the profits and privileges of a small section and to entrench the ruling Nationalist Party in power.

The 'shortage of labour' is not a simple economic phenomenon. It is an essential element in a political and social strategy designed to perpetuate inequalities and injustices. Therefore we call on the South African Government to recognise the principles laid down in the Declaration of Philadelphia of 1946, which states inter alia that 'all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.'

We call for full democratic rights for the African majority and other non-white peoples, that is, the right to vote and be elected to all governing bodies of the Republic.

As a result of the work of the liberation movement exposing racial discrimination in South Africa, the UN and its agencies have condemned apartheid policies. The racists are being boycotted from sport, scientific conferences, trade, tourism, etc. The international climate is against the white minority regime in South Africa.

It was the activity of the SACTU officials abroad which resulted in the creation of the UN Ad Hoc Working Group of Experts in 1967 in response to a complaint by the WFTU to the ILO on 3 March 1966 on the infringement of trade union rights by the South African Government.

The WFTU, ICFTU, World Confederation of Labour, and ILO condemned South Africa's labour policies. The UN's General Assembly 24th Session declared on the 8th December 1969 that 1971 be observed as the International Year for Action to Combat Racism and Racial Discrimination and in September 1971 called upon all Trade Union centres to convene in 1972 a conference of World Labour against Racism.

TUCSA is sensitive to external pressures. They want to be accepted by the ILO and the International Trade Union movement.

ILO's 56th Session in June 1971 adopted a far-reaching resolution on South Africa. Mr. Grobelaar (TUCSA General Secretary) reported on his return from this Session that he was 'appalled at the virulent anti-apartheid feeling among the government, trade union and employer representatives of 119 countries. He quoted the resolution adopted by the ILO and concluded 'That there is a powerful united front building up against South Africa's race discrimination policies is undoubted.'

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(*Garment Worker* 16 July 1971) He warned that 'Trade union leaders who attended the ILO conference, intend introducing a number of measures in their countries aimed at crippling South Africa's economy' (*Sunday Express* 11 July 1971)

Mrs Lucy Myubelo, General Secretary of the 17,000-strong National Union of Clothing Workers (African Section), a collaborator with TUCSA spent 45 days in the USA at the invitation of the USA government, and also visited several European countries. During her tour she told audiences 'I would like to see greater involvement in the development programme of our Continent by the wealthier nations of the world'. In Los Angeles she appealed for more American industrial investment in South Africa. She said 'It is very advantageous for us, the Africans as well as for our country, for industries to come to South Africa. Those who oppose this in the USA and say there should be economic sanctions against South Africa or to boycott South Africa have the wrong concept. They would only be hurting the people who are making their living from those industries. As far as foreign investment or industries in South Africa are concerned, we believe they are one of the major ways to bring about the betterment of Africans in South Africa' (*Garment Worker* 25 June 1971)

Mrs Myubelo is supporting the point of view which is being widely propagated by people who are supporting the Pretoria White racist regime. It is local and international capitalism that are the pillars of racism. It is the capitalists at home and abroad who are advancing the illusion that economic integration will bring about a liberalising influence and lead to a relaxation of apartheid.

Economic integration existed ever since whites came to South Africa. How else did they develop the vineyards in the Western Cape? Who built the harbours at Capetown, Port Elizabeth, East London and Durban? Who built the railway lines, and roads from Capetown to the rest of the country, developed the sugar fields, plantations and mills? Who dug out the riches from the bowels of the earth, the diamonds, gold, coal, platinum? How else did the steel mills and all other factories come into operation?

Integration has gone so far, that there are not enough men left in the Transkei, Ciskei and other areas to work the land, no more effective subsistence economy. Africans whether they live in the industrial cities or on farms in Transkei depend mainly on wages.

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The government supporters argue that since Africans are essential to the white economy and white labour is insufficient, since apartheid imposes artificial restrictions on the human resources, job reservation must break down, industrialisation must sweep aside apartheid and that economic forces will overcome the political power structure. This implies that change will be brought about in South Africa through industrialisation.

If industrialisation was to bring about improvements and change in the social and material position of Africans the results would have become obvious in the great boom years of the 1st and 2nd world wars and of the 1960's when there was a growth rate of 8 per cent.

The facts of life in South Africa nullify these contentions. In the 1960's, the boom years, the racist government introduced vicious legislation against the African, Coloured and Indian people. In 1945, Africans in the manufacturing industry earned 25% of white wages, in 1970 it was only 17%. The proportion in Coloured workers had fallen from 42% to 26%. In mining African wages had been one tenth of white wages, now they are one eighteenth (*Rand Daily Mail*, 15 April, 1971).

South Africa is today passing through serious economic problems. Basically, these problems relate to the balance of payments. Throughout the recent years of expansion, she has imported more than she can pay for by her industrial, agricultural and base minerals. The gap has varied from R300 million to R600-million a year, but in 1970 rose to a record of R1,008-million. Latest government figures show that the gap between imports and exports continues to increase and the adverse trade balance for the first five months of last year has gone up to R595-million. For the first five months of 1970 it was R330-million. Imports from Europe increased by R120-million compared with 1970's figure, and exports declined by R36-million.

This is mainly due to its military budget which for 1970-71 stood at more than R250-million and that for 1971-72 is as high as R300-million.

There are two reasons for this. One is the growth of South African imperialism, its rapid industrialisation and search for markets and fields of investment.

The second reason is strategic. The whites in South Africa are conscious of their isolation and of the condemnation of apartheid by

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the UN The threat presented by the liberation armies in Southern Africa adds another dimension to South Africa's predicament

By establishing economic and political links with African neighbouring states the South African government hopes to keep them as bastions for the defence of White Supremacy

TUCSA supports this 'outward looking' imperialist policy, so that its members may benefit from this expansion At the end of 1968 TUCSA suggested contacts with trade union bodies in other African countries and stated

'In this way inequities in pay and working conditions could be studied and resolved, to the possible benefit of the continental work force, and unfair trading competition between neighbouring territories halted' (TUCSA's newsletter No 62 of 1968)

At its 17th Annual conference held in Durban on 13-17 September TUCSA passed a number of resolutions which gave to some the illusion that 'new currents and developments' are now taking place within the 'White South African trade union movement'

Tom Murray in his presidential address to the conference said 'I maintain that it is immoral for a trade union movement, based as it should be on the fine concept of the brotherhood of labour and the indispensable need for collective bargaining, to practice discrimination solely on the basis of colour'

How far does this noble working class statement tally with his statement as secretary of the Council of Mining Unions, when they resolved that their members are to refuse to train Africans in technical jobs even for the Bantustan mines?

'Some Unions,' continued Murray, 'believe that the concept of Separate Development (the Nationalist Party's present euphemism for apartheid - REB) means nothing more than a continuation of Bantustap Separate development in their own areas or homelands of the various African people in our country, so as to afford them the opportunity, obviously at the expense of the Whites in the first instance, to establish viable economies and the right to self-determination'

Adopting the very vocabulary and word-pattern of the apartheid theorists, Tom Murray appeals to the government to allow TUCSA to organise African workers into 'safe' unions Otherwise he warns 'as surely as night follows day, they will eventually start a movement of their own which in the circumstances cannot but be politically-orientated with all that such a situation will imply

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Keep in mind the fact that Non-Whites already outnumber Whites three to one in industry in South Africa What is vitally necessary, however, is government approval to enable an organisation such as TUCSA to organise the African worker, and, by so doing, encourage him to identify himself with responsible trade unionism Let me repeat the alternative - the inevitable emergence of an all African trade union movement wedded to nationalism, in this instance Black Nationalism remember that time is not on *our* side' (i.e. the White side)

NATIONAL CONVENTION?

No-one will be misled by the resolution of this TUCSA conference to join 'other interested organisations' in calling for a National Convention A National Convention (i.e. an elected, fully representative Constituent Assembly) has long been a leading demand of our liberation movement But this, clearly, is far from what TUCSA had in mind

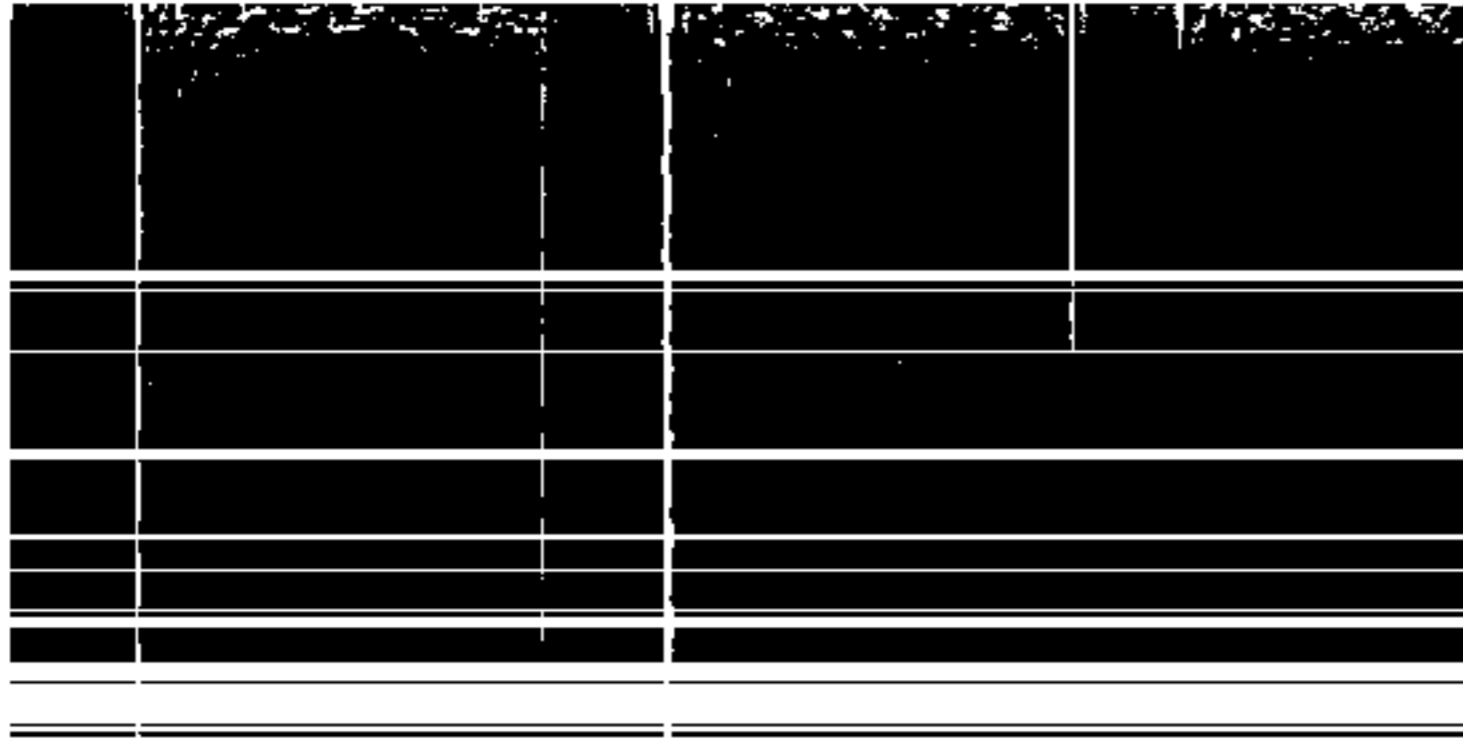
At the same conference TUCSA went out of its way to attack the liberation movement and to please the Pretoria regime It 'deplored the intensification of guerrilla activities aimed at South Africa', it gave 'whole-hearted support for the government's outward-looking policy and to the concept of a meaningful dialogue' It condemned the British TUC and the World Council of Churches for their support of liberation movements

TUCSA's 'liberal' resolutions adopted at its recent conference merely repeated what such bodies as S.A. Federated Chambers of Industries, S.A. Chambers of Commerce, the Master Building Industries Federation, Chamber of Mines and even the Handels-Instituut have stated at their annual conferences, 'Recruitment of immigrants has not proved as successful as originally expected' 'We have not got the white manpower to fuel the economic advance of this country'

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits They want an enhanced internal market They fear the 'gigantic differences in living standards such as those between Black and White in South Africa will give rise to labour unrest and even worse things'

These ideas were echoed by TUCSA's conference None of them want abolition of the apartheid structure of South Africa's society They do not propose any change in the power structure in which white

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Apartheid, Industrialisation and the Trade Unions

by R E BRAVERMAN

The Vorster regime and its imperialist backers have launched a campaign at home and abroad to pretend that there is a 'liberal' mood building up in South Africa. Defenders of apartheid are striving to persuade people abroad that continued industrialisation will speed up the process of breaking down colour bars.

The purpose is to pretend that trade with and investments in South Africa should be encouraged and that anti-apartheid boycott campaigns are retrogressive if not downright reactionary. Industrialisation and economic growth, so it is claimed, with the consequent shortage of white skilled labour, will substantially improve the position of African, Coloured and Indian workers and, will eventually lead to a relaxation in the racial situation in South Africa. This view is being propagated by people who are defenders of its apartheid policy and who wish to make South Africa acceptable to the international community.

Certainly, there is a shortage of skilled workers in certain areas. D J M Vorster (Director, National Institute for Personnel Research) in his paper *Labour Requirements for the 1970's* delivered to the National Development and Management Foundation of S.A., at the 9th Business Outlook Conference, October 1970, said

diversion from the goal of true independence The UN Council for Namibia has already been active in preparing internationally recognised travel documents for Namibians in exile Its future effectiveness depends solely on the extent to which the big 3 imperialist powers in the UN Security Council are prevented from frustrating the will of the majority of members of the General Assembly

More is at stake here than simply the future of Namibia If the UN can be brought to intervene decisively and wrest Namibia from Vorster, the door is open to effective sanctions against apartheid South Africa, to the total isolation of the illegal settler regime in Zimbabwe, and to the defeat of Portugal's weakening rule in her 3 African territories This is why not only South Africa and Portugal, but also the US, Britain and France are desperately striving to halt the march of history If, at the UN, they can be politically isolated and routed, the independence of Namibia must follow speedily And in this real possibility lies a great challenge to all democratic and progressive forces in the West

J Vilhers, May 1972

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- 1 Mary Benson *The African Patriots* p 41
- 2 Article 22 of the Covenant of the League of Nations quoted in Ruth First and Ronald Segal (eds) *South West Africa - Travesty of a Trust* p 79
- 3 *South Africa* 8/2/1919 Quoted in First and Segal, *op cit* p 81 (Ch by Wm R. Louis)
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Recent surveys by Federated Chamber of Industries and Associated Chambers of Commerce revealed an estimated shortage for all races of 101 000 (FCI 65,000 & ASSOCOM 36,000) Greatest shortage for males is in transport, communication services, professional, technical and skilled occupations Regarding occupational distribution, a great gap separates White and Non White groups 19 per cent of whites are in professions, management, administration and technical occupations as compared with only 2 per cent of Non Whites Whites, forming less than 1/5th of population of 21 million, provide almost the entire managerial, administrative and skilled personnel

The truth of the matter is, the whites dominate administration, executive and professional positions both in the public and the private sectors The sons of white skilled workers – engineers, building artisans or typomen – are receiving higher education and moving out of the working class into the professions

The labour shortage is in industries that are experiencing a boom, such as construction, mining, motor industry, iron and steel and related industries They cannot obtain the number of skilled men required Expansion in any one area such as the public sector represented by the military build-up, will attract recruits who would otherwise be available to the manufacturing industries White immigration is not sufficient to provide the skills required, therefore, *employers* are urging a relaxation of the colour bars This is borne out by statements made by employers' representatives

'We have not got the White manpower to fuel the economic advance of this country' declared Mr E L Klopfer, Vice President of the SA Federated Chamber of Industries 'The recruitment of immigrants has not proved as successful as originally expected, said the Master Building Industries Federation' (*Rand Daily Mail*, 17 April 1970)

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits To be precise, they want the relaxation of some restrictions which would enable them to fit Black and Brown workers into jobs where Whites are no longer available They do not propose any change in the power structure in which whites alone are the lawmakers for the mass of Black and Brown peoples The integration of a number of skilled African, Coloured and Indian workers into the lower echelons of the white economy will not bring

about the fundamental changes which are required. The political power remains firmly rooted in the hands of a government that is responsive only to the white electors. In fact the ruling class in South Africa do not want to see any fundamental change in the political structure. They will fight to retain the present political structure – white racist minority rule.

THE WHITE TRADE UNIONS

An idea is being spread that the established trade union movement in South Africa has undergone a change, that it is turning against the apartheid regime, is supporting the claims of African, Coloured and Indian workers and is associating with the liberal opponents of the Vorster regime.

This is an optimistic evaluation, shared in some international labour circles such as the I.L.O., based on some statements made by leaders of the trade union council of South Africa (TUCSA). The Director-General of the I.L.O., in his Seventh Special Report on the Application of the Declaration concerning the Policy of Apartheid of the R.S.A. has this to say:

The overall picture is one of a general erosion of the occupational colour bar in about every sector of the economy. The factual trend will increasingly be towards the economic integration of all the races living in South Africa and would be not only welcomed by management but also accepted by a substantial section of the trade union movement.

Let us examine the existing trade unions and their policies. The Co-ordinating Council of S.A. Trade Unions – Die Ko-Ordinerende Raad van S.A. Vakverenigings is the trade union organisation which helped the Nationalists into power in 1948. It consists of 14 unions with 55,097 white members employed in building trades, textile, shop assistants, road transport, provincial and public servants, iron and steel, Volkskas, state saw millers and foresters and match workers. This small, exclusively Afrikaner organisation represents public servants and workers in parastatal organisations such as Iscor and Sasol. It has marked similarities with the earlier Spoorbond also an Afrikaans trade union of the workers in the state-owned railway and harbour administration.

The Ko-Ordinerende Raad is a constituent section of the S.A Confederation of Labour, a pro-government body which echoes government policy. The other sections are the Federal Consultative Council of S.A Railways and Harbours, a state-company union, with 7 affiliated unions with a white membership of 86,235, a body which acts as a stooge to suppress trade unionism amongst African, Coloured and Indian workers, and the Federation of Mine Production Workers (with 3 unions and 22,200 white members) and 3 individual unions (Furniture, Municipal and TVL Explosives and Chemical WU) with a white membership of 30,198. Thus the total membership of the S.A Confederation of Labour is 27 unions with a membership of 183,781.

It will be seen that the Confederation as a whole is dominated by workers in the state-owned and parastatal enterprises.

Here is their attitude on the labour shortage in relation to the African, Coloured and Indian workers. This is what they say and act upon -

Mr L J van den Berg, Chairman S.A Confederation of Labour, addressing the 9th Annual Conference of the National Development and Management Foundation of S A , 13-14 October 1970

On the shortage of labour - 'I urge employers to recruit more labour overseas, more wages and fringe benefits to the existing labour force' (speaking as he does for Whites only)

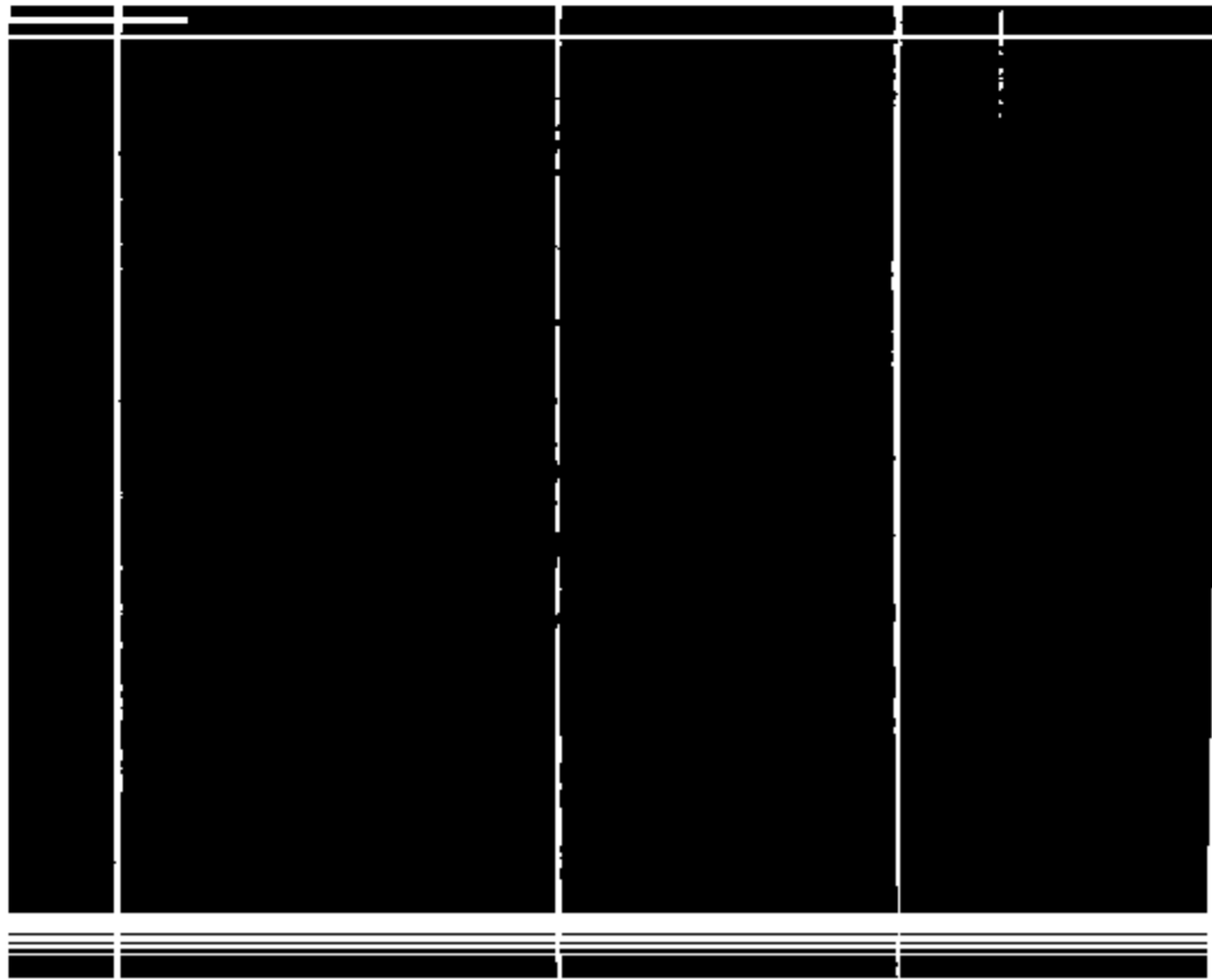
On the issue of Africans and labour - 'Border areas are still White areas in spite of the fact that more Bantu are employed in those industries. It is a prerequisite to our support for decentralisation that our Industrial Conciliation Agreement will apply.'

The S.A Postal Association refused to agree to the appointment of African, Coloured and Indian postmen on a permanent basis (Garment Worker 27 August 1971)

Mr J R Benade, Secretary of the Federal Consultative Council of Railway Staff Associations said

'If a job which had been handed over to a non-white again came into demand among white workers, it would be re-instated as white work' (Rand Daily Mail, 2 July 1970)

The above attitudes merely reflect the policies these workers' leaders were nurtured in



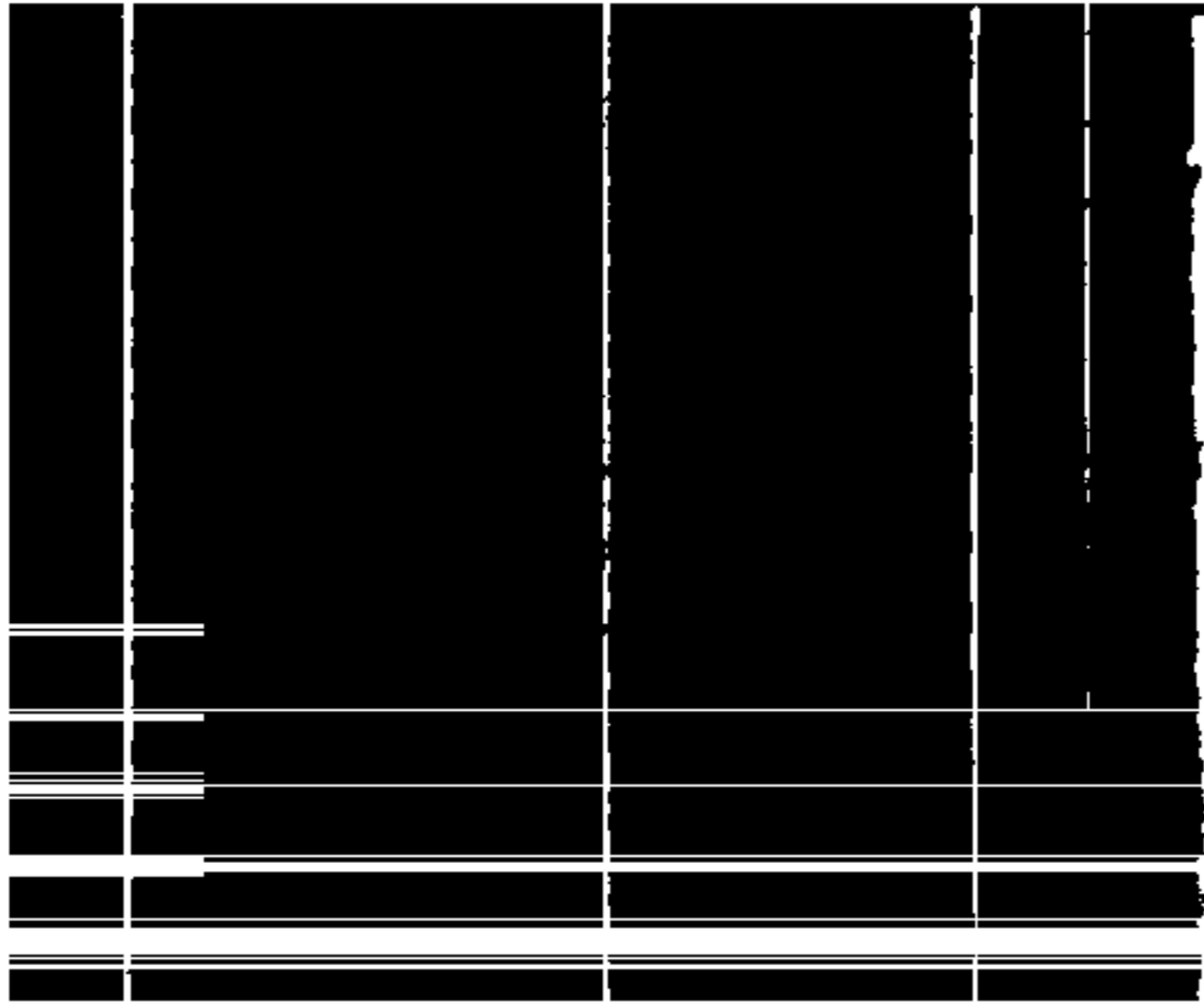
The Trade Union Council of South Africa (TUSCA) which was formed in October 1954, held its 17th Annual Conference in Durban 14-16 September 1971. A number of resolutions and policy statements adopted gave to some the illusion that 'new currents and developments are now taking place within the White South African trade union movement.'

I must emphasise that TUSCA represents only a section of organised labour. Its membership consists of 16 trade unions with a combined membership of 186,478. No Africans are allowed. The Unions and membership are made up as follows:

	White Members	Coloured	Indian	Total
13 White Unions	33,088	—	—	33,088
25 Racially mixed Unions	46,297	62,749	20,784	129,830
23 Coloured & Indian	—	14,524	9,036	23,560
61 Total	79,385	77,273	29,820	186,478

Out of a total of 186,478, 79,385 are whites and 107,093 Coloureds and Indians. Most of the unions represent the producers of light consumer goods, the distributive and service trades, transport, and three important unions of craft workers — typographical, iron moulders, boilermakers, iron and steel workers, ship-builders and welders. All these three unions have severe colour bars. The so-called black squad such as the moulders, boilermakers, were prominent advocates of the colour bar in the early formative period of trade unionism and have not changed their basic attitudes. The typographical union although ostensibly without a colour bar in their earlier constitution, had virtually eliminated Coloured, Indian and African skilled tradesmen by means of discrimination in apprenticeship, agreements and control of employment by their chapels.

TUCSA does not speak for the main body of white workers and cannot be said to represent an important section of the voters. By this I do not imply that we should deprecate the importance of TUSCA but we must put it in its proper perspective to evaluate correctly its significance. The purpose of this article is to examine the role and policy of TUCSA.



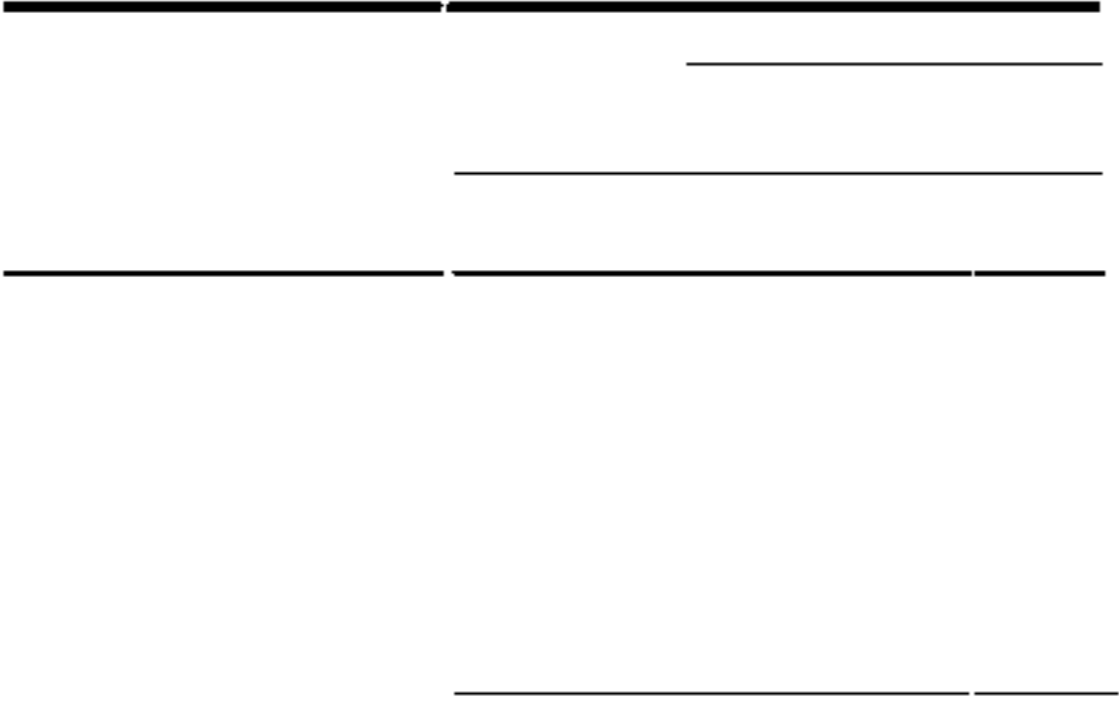
TUCSA, at its formation adopted a constitution closing the door to African trade unions I do not intend to trace in detail the series of betrayals that marked the response of TUCSA to the Nationalist Government's offensive against free trade unions and the African, Coloured and Indian peoples I must, however, draw attention to the nature of opposition offered by TUCSA to the IC Act of 1956 This is the statute that provides for job reservation by decree and for compulsory enforcement of racial segregation in the trade unions

TUCSA's spokesmen protested against both these provisions, but did so on the grounds that the established and experienced trade union leadership could be relied upon to maintain the supremacy of the white worker in industry and commerce In effect TUCSA said to the government 'Leave it to us, we can do a better job than your officials'

I can find no evidence to support the argument that TUCSA has changed its nature of policy in any essential respect It is as vulnerable to political pressure from the right as it has ever been TUCSA's first constitution was open only to registered trade unions, which in terms of the Industrial Conciliation Act debarred trade unions with African members A number of trade unions denounced this discrimination against African trade unions as being contrary to the principles and interests of the working class and as a shameful capitulation to the racial ideology and interests of the white rulers, notably the landowners and mineowners

These Unions helped to establish the S A Congress of Trade Unions – SACTU – in March 1955 a non colour bar constitution TUCSA sponsored and supported a break-away of African trade unions from SACTU and so FOFATUSA (Federation of Free African Trade Unions) was established with Mrs Lucy Mvubelo of the African Garment Workers and others TUCSA was criticised in international trade union circles, and at its 8th annual conference in 1962 it revised its constitution to open its doors to 'bonafide trade unions' – thus African trade unions could also affiliate It was hoped thereby that TUCSA would be accepted in international trade union circles But few African Unions affiliated to TUCSA

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The policy of mass removal of Africans from the industrial cities and from white towns, forcing them into 'resettlement villages' with no employment, no agricultural land, no social amenities, no decent housing, schools and clinics has been described in *The Discarded People* by Cosmos Desmond. Its aims are

- a) to banish unemployed from the towns and cities, while concentrating them in definite places so that they are immediately available to the employers in case of demand in the future,
- b) to release the large reservoirs of African workers up to now locked up in the white farms and make them available in those sectors of the economy where there are shortages, simultaneously

Keep in mind the fact that Non-Whites already out-number Whites three to one in industry in South Africa What is vitally necessary, however, is government approval to enable an organisation such as TUCSA to organise the African worker, and, by so doing, encourage him to identify himself with responsible trade unionism Let me repeat the alternative – the inevitable emergence of an all African trade union movement wedded to nationalism, in this instance Black Nationalism remember that time is not on *our* side ' (i.e. the White side)

NATIONAL CONVENTION?

No-one will be misled by the resolution of this TUCSA conference to join 'other interested organisations' in calling for a National Convention A National Convention (i.e. an elected, fully representative Constituent Assembly) has long been a leading demand of our liberation movement But this, clearly, is far from what TUCSA had in mind

At the same conference TUCSA went out of its way to attack the liberation movement and to please the Pretoria regime It 'deplored the intensification of guerrilla activities aimed at South Africa', it gave 'whole-hearted support for the government's outward-looking policy and to the concept of a meaningful dialogue' It condemned the British TUC and the World Council of Churches for their support of liberation movements

TUCSA's 'liberal' resolutions adopted at its recent conference merely repeated what such bodies as S.A. Federated Chambers of Industries, S.A. Chambers of Commerce, the Master Building Industries Federation, Chamber of Mines and even the Handels-Instituut have stated at their annual conferences, 'Recruitment of immigrants has not proved as successful as originally expected' 'We have not got the white manpower to fuel the economic advance of this country'

Employers as a class want free competition which makes for lower wages, higher productivity and greater profits They want an enhanced internal market They fear the 'gigantic differences in living standards such as those between Black and White in South Africa will give rise to labour unrest and even worse things'

These ideas were echoed by TUCSA's conference None of them want abolition of the apartheid structure of South Africa's society They do not propose any change in the power structure in which white

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The government supporters argue that since Africans are essential to the white economy and white labour is insufficient, since apartheid imposes artificial restrictions on the human resources, job reservation must break down, *industrialisation must sweep aside apartheid and that economic forces will overcome the political power structure This implies that change will be brought about in South Africa through industrialisation*

If industrialisation was to bring about improvements and change in the social and material position of Africans the results would have become obvious in the great boom years of the 1st and 2nd world wars and of the 1960's when there was a growth rate of 8 per cent

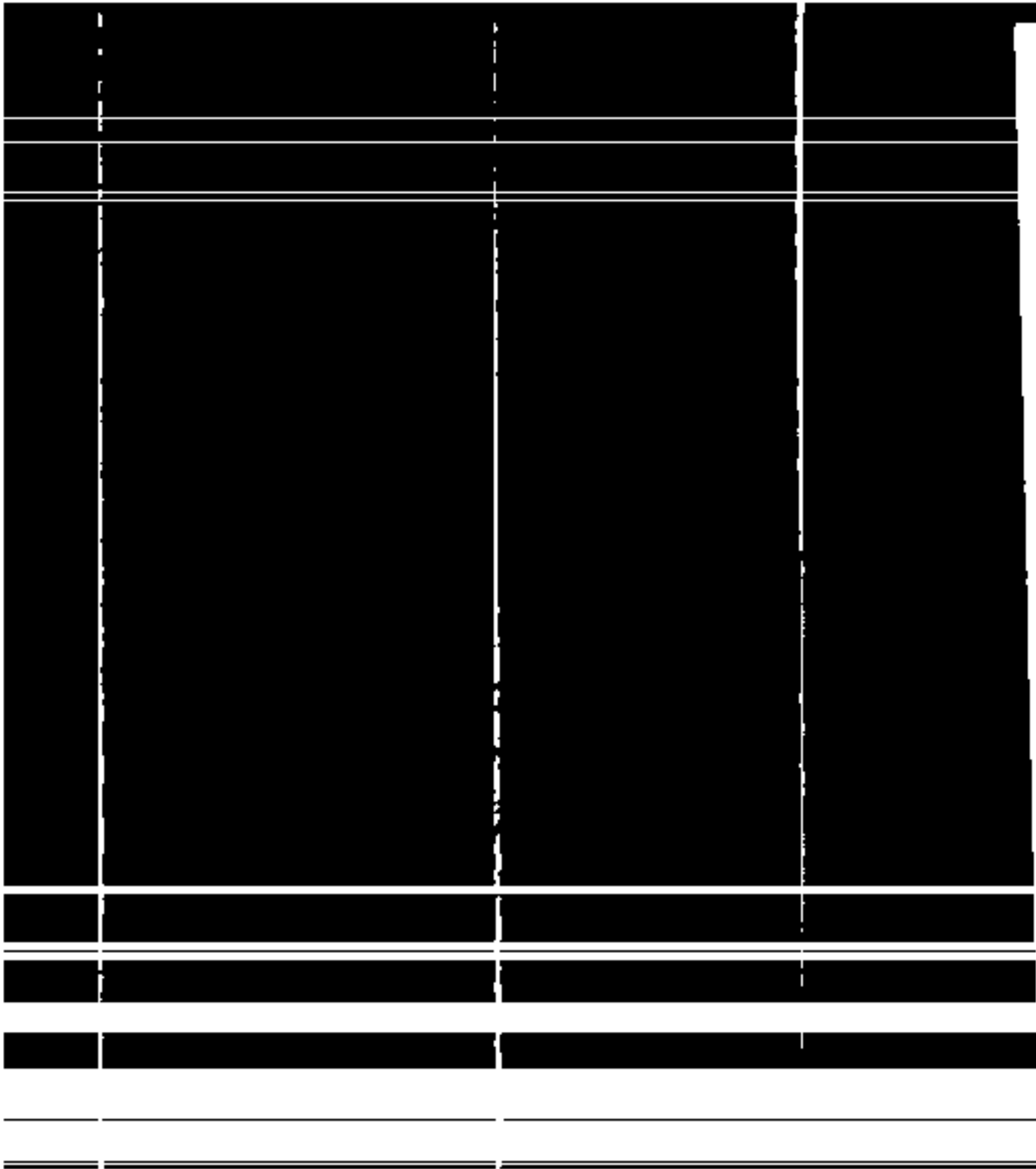
The facts of life in South Africa nullify these contentions In the 1960's, the boom years, the racist government introduced vicious legislation against the African, Coloured and Indian people In 1945, Africans in the manufacturing Industry earned 25% of white wages, in 1970 it was only 17% The proportion in Coloured workers had fallen from 42% to 26% In mining African wages had been one tenth of white wages, now they are one eighteenth (*Rand Daily Mail*, 15 April, 1971)

South Africa is today passing through serious economic problems Basically, these problems relate to the balance of payments Throughout the recent years of expansion, she has imported more than she can pay for by her industrial, agricultural and base minerals The gap has varied from R300 million to R600 million a year, but in 1970 rose to a record of R1,008-million Latest government figures show that the gap between imports and exports continues to increase and the adverse trade balance for the first five months of last year has gone up to R595-million For the first five months of 1970 it was R330-million Imports from Europe increased by R120 million compared with 1970's figure, and exports declined by R36 million

This is mainly due to its military budget which for 1970 71 stood at more than R250-million and that for 1971-72 is as high as R300-million

There are two reasons for this One is the growth of South African imperialism, its rapid industrialisation and search for markets and fields of investment

The second reason is strategic The whites in South Africa are conscious of their isolation and of the condemnation of apartheid by



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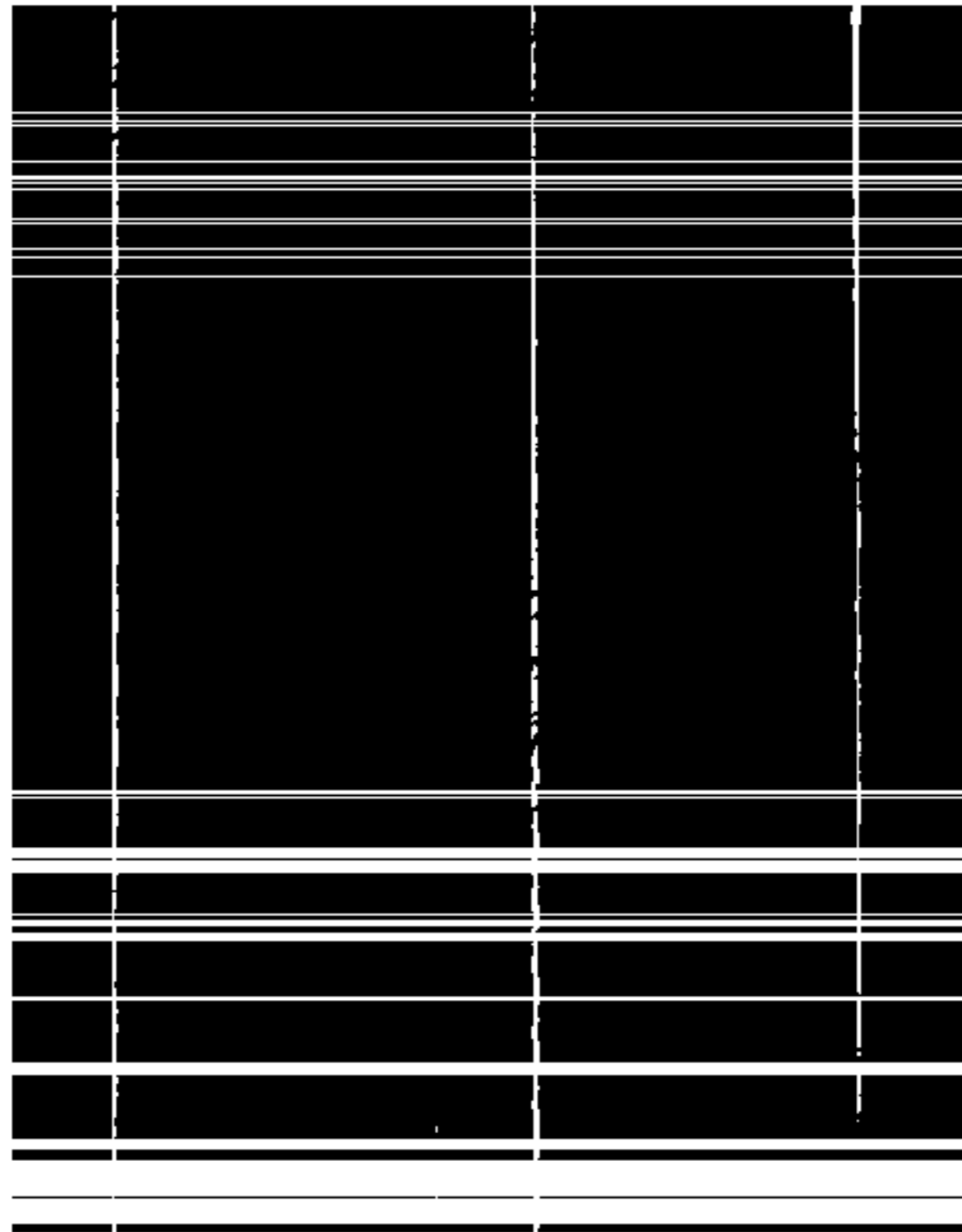
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The 'shortage of labour' is not a simple economic phenomenon. It is an essential element in a political and social strategy designed to perpetuate inequalities and injustice. Therefore we call on the South African Government to recognise the principles laid down in the Declaration of Philadelphia of 1946, which states inter alia that 'all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity'

We call for full democratic rights for the African majority and other non-white peoples, that is, the right to vote and be elected to all governing bodies of the Republic.

As a result of the work of the liberation movement exposing racial discrimination in South Africa, the UN and its agencies have condemned apartheid policies. The racists are being boycotted from sport, scientific conferences, trade, tourism, etc. The international climate is against the white minority regime in South Africa.

It was the activity of the SACTU officials abroad which resulted in the creation of the UN Ad Hoc Working Group of Experts in 1967 in response to a complaint by the WFTU to the ILO on 3 March 1966 on the infringement of trade union rights by the South African Government.

The WFTU, ICFTU, World Confederation of Labour, and ILO condemned South Africa's labour policies. The UN's General Assembly 24th Session declared on the 8th December 1969 that 1971 be observed as the International Year for Action to Combat Racism and Racial Discrimination and in September 1971 called upon all Trade Union centres to convene in 1972 a conference of World Labour against Racism.

TUCSA is sensitive to external pressures. They want to be accepted by the ILO and the International Trade Union movement.

ILO's 56th Session in June 1971 adopted a far-reaching resolution on South Africa. Mr Grobbelaar (TUCSA General Secretary) reported on his return from this Session that he was 'appalled at the virulent anti apartheid feeling among the government, trade union and employer representatives of 119 countries. He quoted the resolution adopted by the ILO and concluded 'That there is a powerful united front building up against South Africa's race discrimination policies is undoubted'.

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These statements expose TUCSA's attitude towards the 5 million African workers The African workers know that the Native Labour Settlement of Disputes Act, the Board and officials are their enemies and weapons for the employers and government They do not want any dealings with them

The African coal workers, dockers, cement workers miners who went on strike in 1968, 1969, 1970, 1971 had been endorsed out, their leaders arrested, their strikes for legitimate demands broken TUCSA to its shame and disgrace did not offer any help to these workers

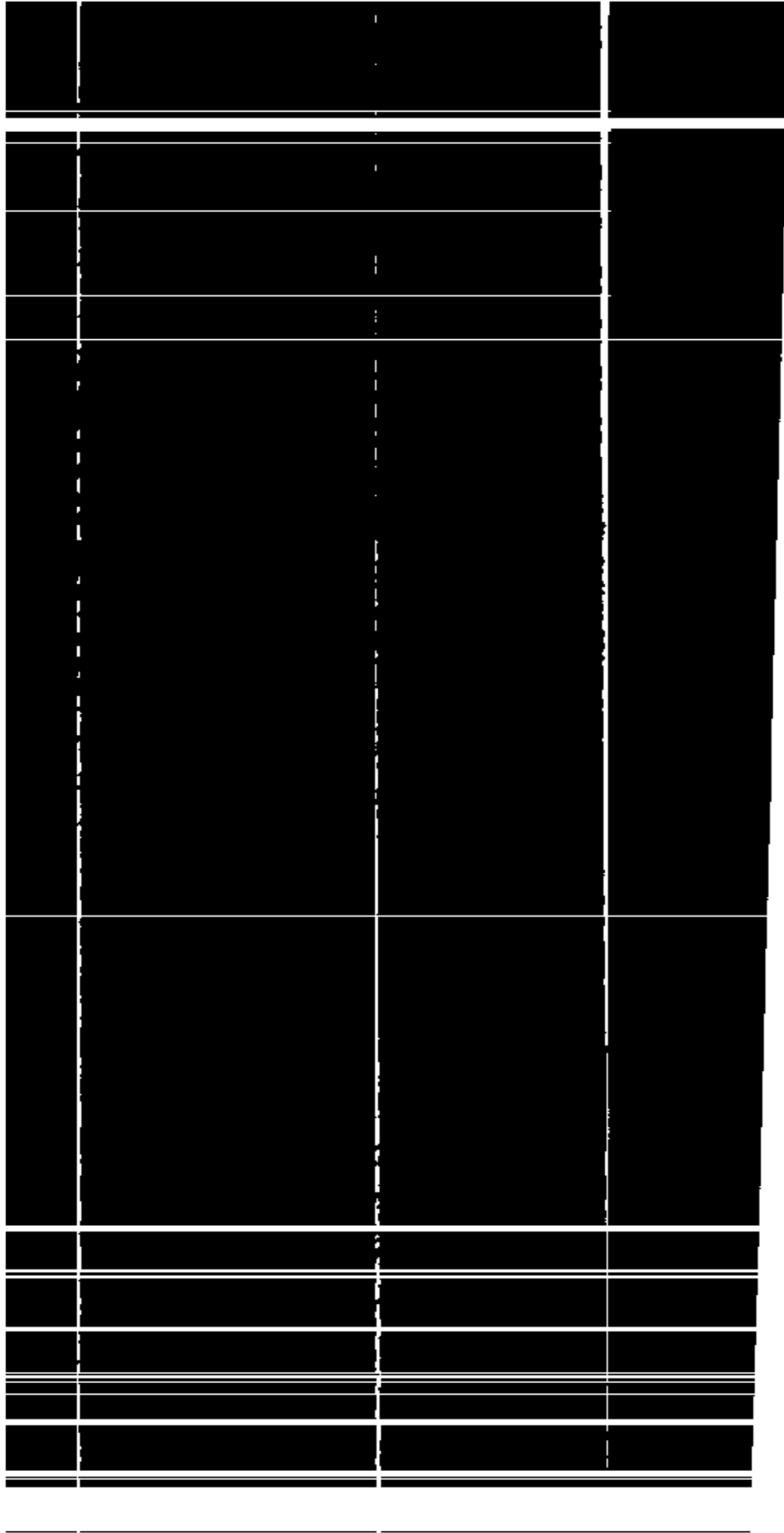
SACTU'S VIEW

In contrast, let us take the principled stand taken by South Africa's only truly non racial trade union body, the S.A Congress of Trade Unions For the first time over several years SACTU's voice was heard when it presented an important memorandum to the National Labour Conference to consider the labour shortage, held at the University of Capetown from 28 April to 1 May 1971 I make no apology for citing this document at some length

We are not able to be represented at your conference because of the oppressive action taken by the government against members of our organisation since our very inception in 1955

The circumstances that prevent us from putting in a personal appearance are not irrelevant to the problems discussed at your conference

What in the final analysis is the reason for the oppressive action taken by the government against us, our affiliated unions and against the entire body of trade unionism, or that section of trade unionists that have fallen foul of the government? We mention three categories - the unions



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minority alone are the law makers for the Black majority. The integration of a number of African, Coloured and Indian workers into the lower echelons of the white economy will not bring about the fundamental changes which are urgent. The political power remains firmly rooted in the hands of a government that is responsive only to white voters.

TUCSA has its own contradiction which is the reflection of South Africa's society. Its majority affiliates are Coloured and Indian – but its leadership is predominantly white. Out of 24 executive members only 5 are Coloured or Indians. The whole office administration from the General Secretary downwards are all white. This means that in practice it is white supremacy in TUCSA.

TUCSA like other sections of the white working class has never shown solidarity with the aspirations of the African people or the struggles of the national liberation movement. At no time has TUCSA protested against the oppression of the voteless majority, at no time has it supported the liberal and radical demand for an extension of political rights or protested against the torture meted out to SACTU detainees and prisoners.

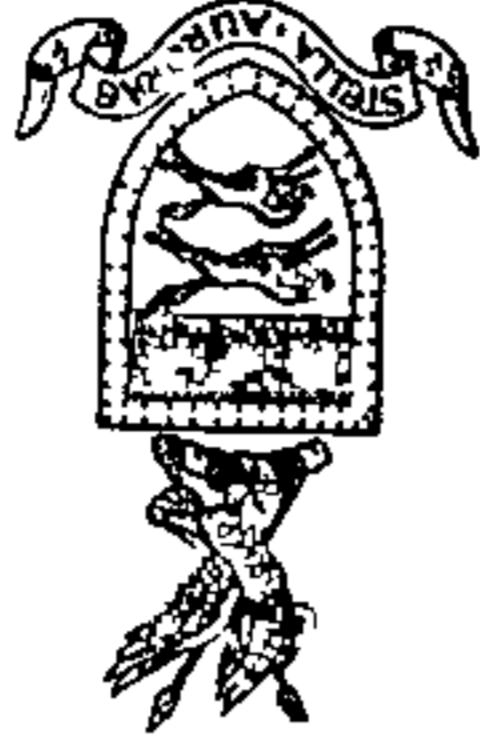
Thus the attempt to pass off TUCSA's counterfeit 'liberalism' as a sort of hopeful sign in South Africa is properly regarded as part of the world wide campaign of international finance capitalism to justify their backing for the structure of white supremacy in Southern Africa. It must be seen and recognised for what it is.

The only thing that saved South Africa from bankruptcy was an incredibly high R385 of capital abroad that underpinned total foreign reserves which at the end of June were down to R690m from R1,030 a year before' declared the *S A Financial Mail* (1 October 1971).

The peoples of Southern Africa, of Zimbabwe, Namibia, the Portuguese colonies and the Republic, are showing in no uncertain manner their repudiation of white minority rule and their determination to unite and fight it. That is their historic mission which they will discharge as surely as tomorrow's sun.

It is the duty of their friends abroad, especially in the imperialist countries, to support them in this fight – and to fight against their own monopoly capitalists whose investments in our country serve merely to enrich themselves and to buttress the evil regimes of race oppression and super-exploitation.

Department of Economics,
University of Natal,
Durban, 1975.



by Jill Nattrass
and I.G. Duncan.

A STUDY OF EMPLOYERS' ATTITUDES TOWARDS
AFRICAN WORKER REPRESENTATION.

134

DIEN ARKANESE INSTITUUT VIR RASSVERHOUDING
POSBUS 97, JOHANNESBURG

134

THE BLACK WORKER OF SOUTH AFRICA

G.M.E. LEISTNER
W.J. BREYTENBACH



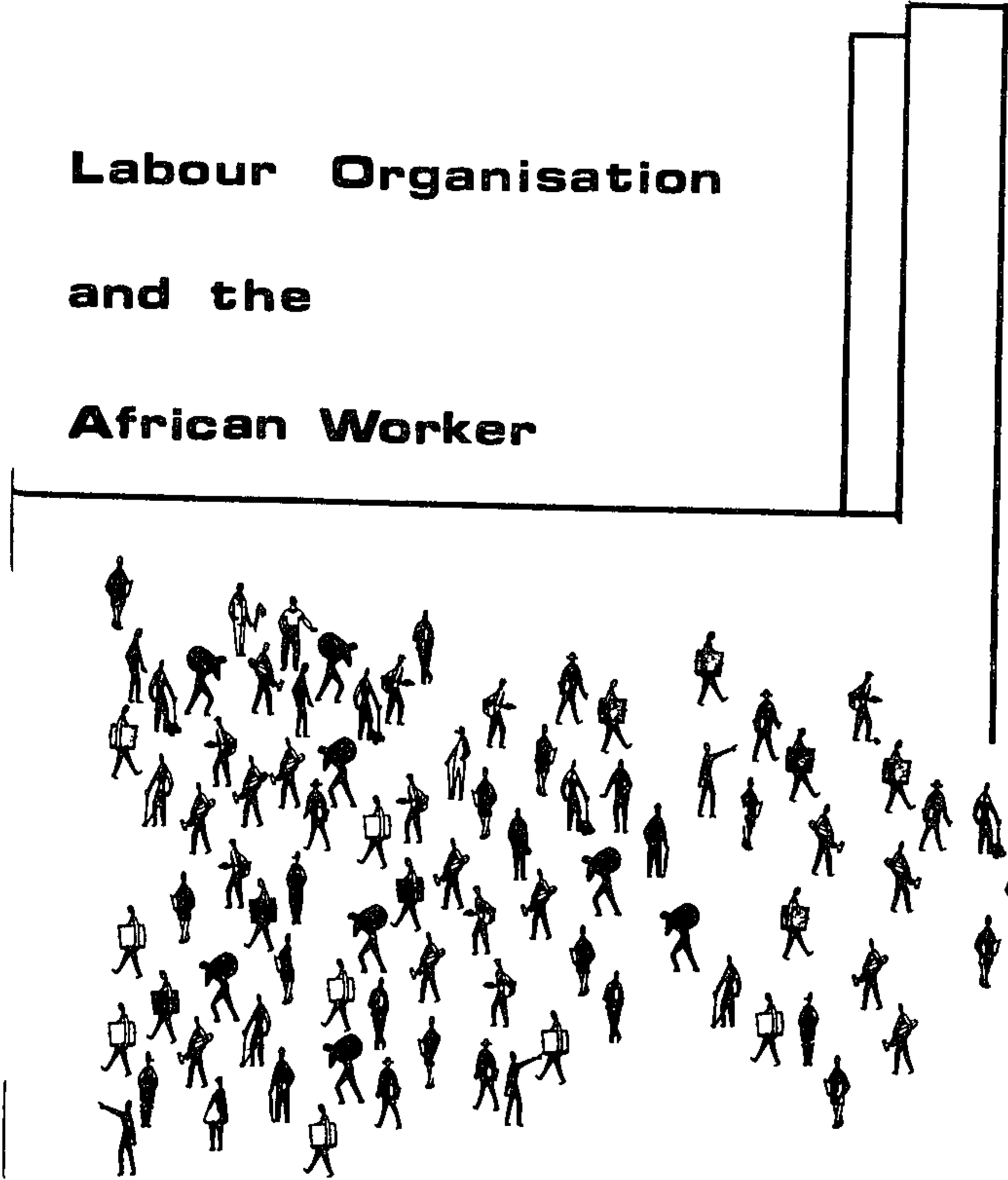
PRETORIA
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**Labour Organisation
and the
African Worker**



R1,20

S.A. Institute of Race Relations

134

Workers to get more freedom

STAR

23/1/76

Political Staff

CAPE TOWN — Legislation to extend the collective bargaining rights of Black workers was foreshadowed by the State President's speech today.

Aim is to stabilise prices

Political Staff

CAPE TOWN — The Government is giving top policy priority to stabilising prices and fighting inflation.

The State President gave the assurance, however, that these goals are being pursued with due regard to the maintenance of a satisfactory growth rate with a sound balance of payments, and continued expansion of the export trade.

The programme of action against inflation, he said, aimed at raising the level of efficiency in the economy as a whole and keeping price and wage increases within "reasonable limits".

Positive steps were being taken to prune Government expenditure

and to finance it in a non-inflationary way

The State President said last September's devaluation is already beginning to have a favourable effect on the balance of payments, and the trend is expected to grow stronger, especially when the economies of America and Western Europe begin to revive.

He said the decision to sell part of the International Monetary Fund's gold holdings for the benefit of developing countries undoubtedly depressed the gold price, but there are good grounds for confidence that in the long run gold will resume an upward trend.

INDUSTRY

Dr Diederichs said it is disquieting that the public does not seem to realise that the present economic problems result largely from oil price increases and the apparent inability of Western Countries to effectively restrict their use of this expensive source of energy

It remains imperative for every inhabitant of the country to make a

Dealing with labour and education matters, he said the Government was at present considering measures to facilitate negotiations on conditions of employment between Black workers and their employers.

The Government has already indicated that it intends empowering works committees to negotiate legally binding employment agreements on an industry-wide basis

Dr Diederichs also indicated that the Government intends to improve the status and salary structure of teachers.

DEEP CONCERN

He said it had never had any doubt about the high esteem in which teaching and education were held, and renewal and improvements that were justified on education grounds, that fitted into the national framework and were within the State's financial means were a matter of deep concern.

However, this called for responsible preparation and was now receiving attention.

Dr Diederichs said good progress was being made in implementing the programme for in-service training of Black industrial workers in White areas. In addition, a new adult education section would increase the scope and effectiveness of the existing system of evening schools for Blacks

A comprehensive inquiry was being held into the extension of training and retraining schemes for Whites, Coloureds and Asians at the level of artisans, operators and semi-skilled workers.

serious effort to save fuel, he stressed

He described decentralisation of industries as another high Government priority, and said the response of industrialists has been favourable

The considerably improved concessions announced last year should provide a strong incentive

Urgent attention is also being given to the steadily increasing shortage of trained people serving the agricultural industry

'Change Black union system' warning

7/2/76
RDM

By CLIVE EMDON
Labour Correspondent

IN A warning to the Minister of Labour, Mr Adam Klein, general secretary of the Garment Workers Union, has said works and liaison committees on their own are powerless to negotiate competently for Black workers.

He says the inexperienced Black workers sitting on those committees

— dependent on management for their jobs — face highly qualified and skilled management representatives.

The outcome of their negotiations would inevitably be detrimental to Black workers and would lead to a loss in faith in elected representatives on the committees, frustration and consequent industrial unrest.

In a memorandum to the Minister opposing amendments to the Bantu Labour Relations Regulations Act, Mr Klein says:

● International experience has shown that the security for industrial peace can be achieved only if works and liaison committees are linked to independent trade unions, not when they act in isolation;

● Full-time trade union officers, who have the time, training and expertise and are not dependent on management, are needed to help works and liaison committees and balance management - labour negotiations;

● The time is opportune for a commission of inquiry into legislation covering Black workers.

Mr Klein's union of 9 000 members of Whites, Coloureds and Indians operates on a parallel level to the National Union of Clothing Workers, which has a membership of 23 000 Africans.

1976 calendar (Trist, Draper Ltd., Bristol); George Pierre/Syigma Photographs No 2562 Nude and Semi-nude Women (George Pierre/Syigma); Omnia Press Photographs of Nude and Semi-nude Women (Omnia Press)

Posters: Immorality, Life Sentence, Home is where the heart is, Soldiers of Fortune (all unknown).

De Stad behoort de Nacht (John Rechy)—i.e. translation in Dutch of original title "City of Night" which was previously found to be undesirable, Eve Today—Book Two (Playboy Press, Chicago); More Euro Girls (New English Library Ltd, Holborn, London), Motown Spares and Equipment 1976 calendar (printed in England); Jesus Christ Superstar/Gramophon Record (EMI Records).

A Schedule B notice says that the following, besides being undesirable under Section 47 (2) of the Publications Act, also come under section 9 (1) and every edition is declared undesirable. These are:

Eve Today — Book Two (Playboy Press, Chicago); More Euro Girls (New English Library Ltd., London); Jesus Christ Superstar / Gramophone Record (EMI Records). — Sapa.

- (1) 134
- (2) 138
- (3) 147

STAR 23/2/76

Law for Black workers rejected

(1) 134
(2) 136
(3) 138
(4) 147

Labour Reporter

A large cross-section of the Afrikaner community has rejected or questioned the proposed legislation designed to give Black workers bargaining rights at industrial level.

Employer sources who have pressed for the legislation are beginning to wonder what is holding it up.

They point out that the former Minister of Labour, Mr Marais Viljoen, said last November that his department would do what was necessary to form Black industry committees if they failed to emerge otherwise.

But that was before the deadline for objections to the proposed legislation.

Since then leading Afrikaner bodies have expressed reservations regarding the proposed industry committees — widely regarded as the key principle in the draft legislation.

CONSERVATIVE

● The 60 000-strong ultra-conservative Coordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information.

It claims the legislation opens the road to Black trade unions and aims at equality between Black and White.

● The less conservative, but strongly divided 190 000-strong Confederation of Labour, has also questioned the principle of industrial committees.

Although the confederation's general secretary, Mr Willie Grobler said previously the proposal looked like progress, ultra-conservatives regard the confederation's official comment on the legislation as negative.

● The Afrikaanse Handelsinstituut, representing Afrikaner business interests, has also expressed itself against collective bargaining rights for Black workers in industrial committees.

JUN. TIMES (Bus Times)
22/2/76

Diamond industry race for

CUTTERS BE GOVERN

WHITE DIAMOND cutters hit back this week to lay the blame for the industry's labour stalemate squarely on the country's race laws and their employers' "greed".

The Government and the employer organisation, the Master Diamond Cutters' Association, want to introduce Coloured and Indian operators

Without this low-cost labour, they say, it is economically impossible for the industry to expand into the fast growing market for small diamonds — which could be worth another R65-million to the country

The Diamond Workers' Union says it will only accept this if two conditions

**By TONY
KOENDERMAN**

are met

• Operators must be eligible for membership of the union.

• Operators should only be allowed to cut diamonds of up to 0.89 carats in the rough instead of 1.79 carats

The first condition effectively bars non-White labour as long as the laws of the land forbid non-Whites from being members of trade unions

"But this is not our fault," says union president Mickey Geffen. "We are not objecting to Coloureds and Indians — we are objecting to non-union labour. We would welcome them into our union if there was a need for them, and if they were paid the rate for the job."

The reason for the second condition, says Mr Geffen, is that 60 per cent of the 1 200 diamond workers are fully employed on sizes below 1.79 carats

If lower paid non-Whites were allowed to do this work the livelihood of the Whites would be endangered

The employers, have offered safeguards to secure conditions of employment, present wage levels and incentive rates

"Since negotiations started the definition of a small diamond has grown, and grown," says Mr Geffen. "The employers see the introduction of non-White labour as a way to increase

their profits. The more work they can give to non-Whites, the better they like it

The employers have offered safeguards to secure conditions of employment present wage levels and incentive rates

But they cannot guarantee a minimum volume of work to the cutters. Earnings above the basic wage are related to the quantity of work done, so if White cutters lose some work to Coloureds and Indians, their earnings will suffer

The general secretary of the union, Robin Rich, says workers are already threatened by the long-term decline in diamond production in this country

"The commission inquiry into the industry predicted a 64 per cent drop in production by 1985," he said. "Half the diamond workers are under 30 and in a highly specialised industry such as this it will not be easy for them to find other work."

The slump, which the industry is just beginning to pull out of, cost the union short-time fund R200 000 last year to compensate the men for the loss of 4 000 working days

Mr Geffen says the higher cost of South African White labour should be more than compensated for by the rebate of the 10 per cent duty levied on exported rough diamonds.

"This gives the local master cutters quite an advantage over anybody else in the world," he said. "It was worth R4-million to them in 1970 and R9-million in 1974."

"The cost per carat was R70 in 1970, but rose to R150 in 1974, so the labour cost as a percentage of the cost of a finished diamond has fallen substantially

"The 10 per cent rebate that the master cutters receive pays the wages of the men in the industry. So the argument that they must cut wages in order to compete overseas is a lot of non-sense."

193

134

Unionists off for 'detente effort'

(1) 134
(2) 135

Labour Reporter

Nine South African trade unionists — bent on "building bridges with Black Africa" — are due to fly to Dublin, Ireland, this week.

Four colleagues, already abroad, will join them to muster a total of four Black, three Coloured, three Indian and three White delegates from South Africa at next week's four-yearly congress of the International Textile, Garment and Leather Workers' Federation.

The week-long congress hoped to climax in the establishment of an all-Africa committee of the federation. But it is feared that anti South African elements within the federation may jeopardise what the South Africans regard as a major detente effort.

Senator Anna Scheepers, who became the first and only woman on the federation's general council in 1968, is undaunted by indications of anti-South African sentiment

DISCRIMINATION

"We shall take the strongest exception to any discrimination against us because we have followed a non-discriminatory line for many years," she said from Cape Town

She pointed out that South Africa's strongest Black trade union might not exist if it had not been for her own union, the Garment Workers' Union of South Africa.

"We pioneered the organisation of Black workers in South Africa about 40 years ago and fought a successful campaign in 1942 for the trade union rights of Black women," she said

"We cannot take any blame for discriminatory legislation which we have firmly and incessantly opposed."

Senate Hansard 5 Q cols 31

16/3/76

25.

White/Coloured/mixed trade unions

*5. Senator B R. BAMFORD asked the Minister of Labour

(a) How many (i) White, (ii) Coloured and Asiatic and (iii) mixed trade unions were registered at the latest date for which figures are available and (b) what was the total membership in each case.

The MINISTER OF POSTS AND TELECOMMUNICATIONS (for the Minister of Labour)

The details are as follows:

(a) (i) 83

(ii) 48.

(iii) 41.

(b) (i) 382 525.

(ii) 91 995.

(iii) 179 174.

The figures reflect the position as at 31 December 1975. In a few cases trade unions have not yet submitted returns for 1975. In such instances the relevant information has been extracted from the latest available returns.

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NATS WILL GIVE WORKS COMMITTEES TEETH

BY DICK USHER

SUN. TRIB.

28/3/76

THE GOVERNMENT will go ahead with legislation to give the Works Committee system teeth in spite of opposition from Right and Left.

A draft Bill published last year was designed to improve the present works committee system in several ways

The plans were attacked by TUCSA, as inadequate, while the Afrikaanse Handelinstuut later claimed it would provide a fertile breeding ground for Communism.

Trade unionists have been suggesting the Bill was delayed because the Government was reconsidering but the Secretary for Labour said this week the delay was because the Cabinet reshuffle brought in a new minister.

The Secretary, Mr B Lindeque, said the Bill is being studied by the minister and will probably be introduced later this session.

Union

Conflict

Mr Arthur Grobbelaar, general secretary of TUCSA, condemned the legislation as "inadequate and dangerous"

GROBBELAAR WARNS ON BILL

"There is no doubt it will create conflict between trade unions and Africans, especially on the Industrial Council level," he said

Labour

Unrest

"It is also inadequate because it does not provide adequate negotiating machinery for Blacks.

"The Government is wasting time seeking an alternative to trade unions for Africans instead of working out how to bring Blacks into the movement

"It would be more worthwhile to argue about the nature of trade unionism for Blacks, rather than continue arguing about the introduction

of some alternative, inferior legislation," said Mr Grobbelaar.

Figures released by the Public Prosecutor's office in Durban show a rapid increase in strike prosecutions. Labour experts say South Africa could face greater labour unrest than 1973's year of strikes.

Another

explosion

With the Black/White wage gap still increasing, transport increases almost certain and inflation still rampant, they warn that the labour situation is ripe for another explosion.

Mr Grobbelaar says the real increases gained after January 1973 have been eaten away by inflation,

While statistics show that Black wages have been virtually frozen in recent months.

Dr Grideon Jacobs, UP labour spokesman, warned that Black people are becoming more and more concerned about discrimination.

"Events to the north

have made a deep impression on them, and they are always the worst hit by rising costs.

"Transport cost increases often appear as a flashpoint. You can get by with a little less of some things, but you cannot get a little less transport. You have to get to work," he said.

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Plea to unions on wage claims

By ALAN DUGGAN

CAPE TIMES
3/6/76

THE Minister of Economic Affairs, Mr J C Heunis, yesterday appealed to trade unions to avoid "unrealistic" wage demands while the country is under economic stress.

The appeal comes against a background of criticism from trade unions and salaried workers as the country reels from the latest Budget increases.

In an interview in his Cape Town office yesterday Mr Heunis said labour had so far exhibited a responsible attitude.

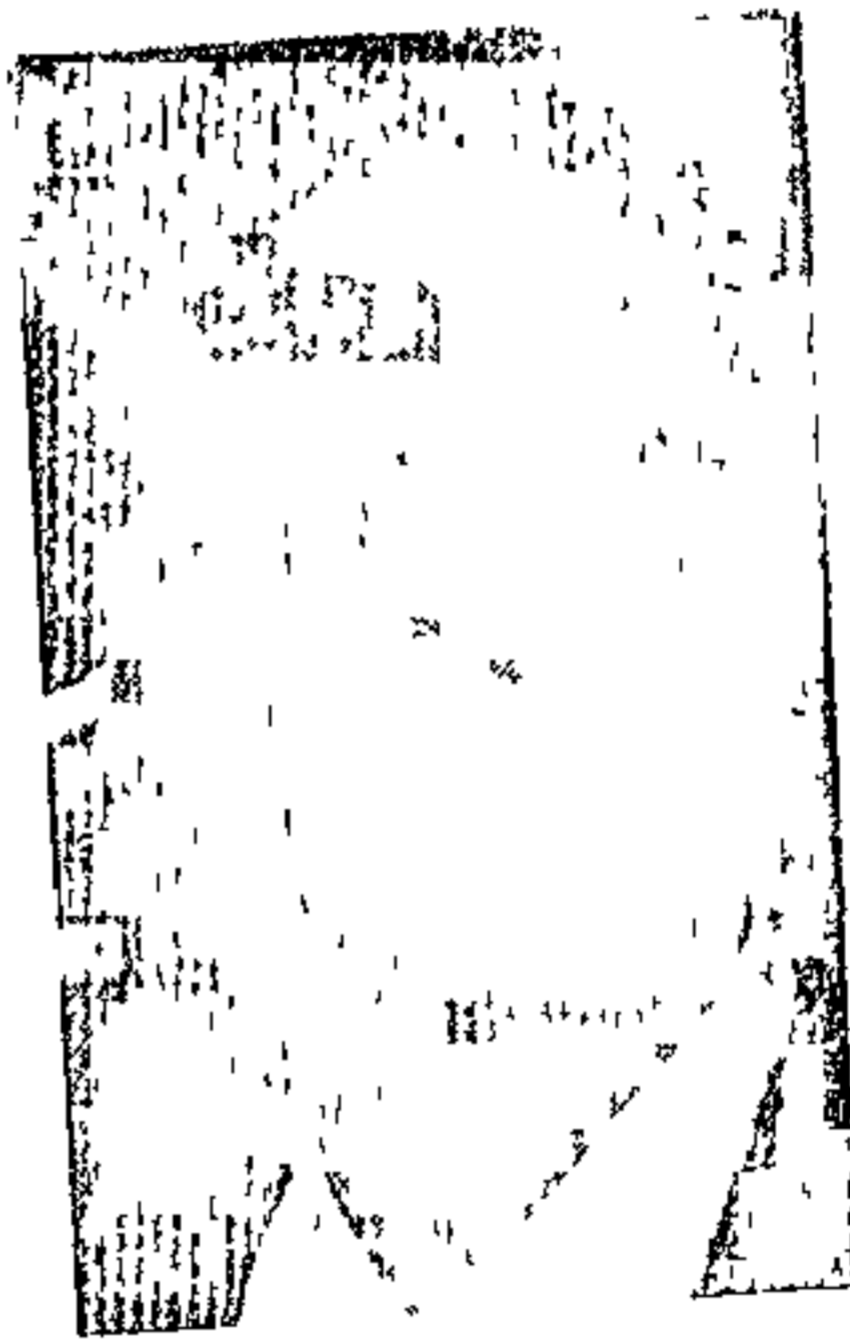
He hoped trade unions would maintain their restraint in the continuing battle against inflation.

Mr Heunis was unable to say at this stage whether he would recommend an extension of the wage restraint policy after its expiry in September, but said that most of the plans were medium- and long-term anyway, and would be unaffected by expiry dates.

WINNING

The minister's advice to the man in the street was "Spend your earnings judiciously, work as efficiently as possible and hold on to your job."

South Africa was slowly winning the war against



Mr Heunis

inflation, but caution was necessary and people should not live beyond their means.

One method of combating inflation was by buying South African goods. "From time to time this country suffers from balance of payments problems. I therefore regard it as obligatory in the national interest that everyone give consid-

eration to the idea of buying South African products.

"Our economy will benefit from reduced imports; our balance of payments situation will be far healthier and local industry will be stimulated. And I give my assurance that in many cases locally manufactured commodities compare very favourably with imported products."

For the consumer, he had this advice: "You have material short-term sacrifices to make if you want security and long-term benefits. Spend money on the right things and not on things neither you nor the country can afford."

PRODUCTION

Commerce and industry could contribute by applying scientific methods of utilizing labour forces and increasing production.

Continued growth and the maintenance of South Africa's high standard of living was dependent on the curbing of inflation and its reduction to acceptable levels.

On the question of commercial exploitation of inflation the minister said: "I am aware that there are abuses. But these should be eliminated without destroying our system of free enterprise."

"There are two ways of doing this. Firstly, it can be voluntary, as in commerce in a code of business. Then there is Government intervention. Steps already been taken in regard to price control, price fixing, monopolies.

What we avoid, however, is much interference which can have the stifling free enterprise. Mr Heunis said frequently received complaints from who compared commodities in

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Heunis plea for wage restraint

3/9/76 NM.

Mercury Correspondent

CAPE TOWN — The Minister of Economic Affairs, Mr. J. C. Heunis, yesterday appealed to trade unions to avoid "unrealistic" wage demands while the country laboured under economic stress.

The appeal comes to a background of criticism from trade unions and salaried workers as the country reels from the latest Budget increases.

In an interview in his Cape Town office yesterday, Mr. Heunis said labour had so far exhibited a "thoroughly responsible attitude."

He hoped trade unions would maintain their restraint in the continuing battle against inflation.

Mr. Heunis was unable to say at this stage whether he would recommend an extension of the wage restraint policy after its expiry in September, but pointed out that most of the plans were medium- and long-term anyway, and would be unaffected by expiry dates.

The Minister's advice to the man in the street was "Spend your earnings judiciously, work as efficiently as possible and hold on to your job."

South Africa was slowly winning the war against inflation but caution was necessary and people should not live beyond their means.

For the consumer he had this advice: "You have material short-term sacrifices to make if you want security and long term benefits.

"Spend money on the right things and not on things neither you nor the country can afford"

134

2-150

New wave of unrest could cripple economy

SUN. TRIBUNE

4/4/76

By RICHARD GIBBS

WIDESPREAD Black labour unrest — which could cripple the economy — is imminent unless immediate steps are taken to strike a “new deal” with workers.

Time is running out fast and Black worker power — and militancy — are on the march.

These stark warnings came from leading trade unionists, politicians and economists in the wake of the disturbances at the Heinemann factory in Elandsfontein where police baton-charged 300 workers this week.

The experts voiced fears that by failing to recognise and negotiate with Black trade unions the Government — and short-sighted employers — were creating a “highly explosive” situation which could seriously bedevil race relations and damage the economy.

The call for an urgent “new deal” for Black workers has backed by:

• Dr Alex Boraine, MP for Pinelands and the Progressive-Reform Party spokesman on labour;

• Dr Gideon Jacobs, MP for Hillbrow and United Party spokesman on labour;

• Mr Arthur Grobbelaar, general secretary of the Trade Union Council;

• Dr Johan Cloete, chief economist for Barclays Bank;

• Dr Francis Wilson, senior lecturer in

economics at the University of Cape Town;

• Mr Leonard “Skakes” Sikhakhane, secretary of the Sweet, Food and Allied Workers’ Union;

• Mr Hlaku Rachidi, president of the Black Peoples’ Convention; and,

• Mr Len Thorne (in his personal capacity), director of the Natal Employers’ Association.

“The alarm bells have been rung,” said Dr Boraine, “and if the Government and employers don’t do something concrete and positive about the situation we are in for a very serious time indeed.”

Urgent

The events at Elandsfontein were nothing short of a strong and urgent message to the Government and management that until Black workers had the same rights and responsibilities as other workers “industrial peace will never return to South Africa.”

The Government and employers, he said, were almost encouraging industrial unrest by maintaining their present standpoint.

“The time has run out. We’ve got no time at all. Urgent medicine is necessary.

“One therefore hopes the alarm bells will cause management to take far more initiative in recognising and negotiating with Black trade unions — which are not illegal.

“One also hopes the Government will come to its senses and amend the Industrial Conciliation Act to include Black workers,” Dr Boraine added.

Mr Grobbelaar said: “Black worker organisations are adopting a more militant stance. They know they will eventually succeed in their aims. White workers had to fight for their rights and recognition. Why deny the same to Black workers?”

Mr Grobbelaar and other experts condemned police interference in labour disputes.

“Calling in the police is totally unnecessary — and dangerous — and management should resort to this action only if life or property are in serious danger,” he said.

And leading Black trade unionist, Mr Sikhakhane warned: “We are heading for a disaster. Black worker power is growing and strikes could have a ripple effect throughout the country. We don’t want this. But what alternative do we have when employers refuse to recognise or negotiate with us? They are trying to drive us into a corner.”

PMB legal clinic refuses worker involvement

The legal aid clinic at the university of Pietermaritzburg has this year again refused to run a weekly clinic at the offices of Transport and General Workers Union on the grounds that "trade unions are overly political".

The Legal Aid Clinic has established informal contact with the Child Welfare Society, Lifeline, Marriage Guidance as well as the Transport and General Workers Union. In August 1975, the Union approached Legal Aid asking for help dealing with various problems regarding workers. It was pointed out to the Clinic that many workers would require a translator and that many were unable to avail themselves of the services of the Legal Aid Clinic as it functions only on campus and during the day. The Union offered Legal Aid an

office at the Union on Saturday morning in addition to a translator.

Because clinic organizers feel that Unions are "political" and that Natal Law Society and Pietermaritzburg Attorneys Association do not appreciate of Law being involved in political affairs, the offer was not taken up.

However, it has been ascertained that the law bodies have no objections to the opening of a Legal Aid Clinic in the offices of a Trade Union.

Early this year the Legal Aid Clinic was offered an office in town from which to function. This offer was turned down because the office is situated next door to the Black Sash office and there is fear on the part of the Legal Aid Clinic that this again would have political connotations.

National Student 6 April 1976

Attorneys back legal clinics

The South African attorney's profession has advocated the establishment of legal aid clinics which would enable law students to assist litigants unable to afford the services of a practising attorney.

In a leading article in the legal journal *De Rebus Procuratoris*, the idea of using law students for consultation work is encouraged for two reasons.

Firstly, the writer says, it would assist greatly in bring-

ing the benefits of legal assistance to poor people, specially these involved in criminal cases.

As far as the students are concerned, practical law training at such clinics could be extremely useful in imparting a knowledge of human nature and of the best method of handling clients.

INADEQUACY

'A further fact which the profession must face is the inadequacy of the system of

articles.

'Much of the contents of examinations deal with what may be termed substantive law - enabling candidates to pass examinations on crammed knowledge.'

Practical law training, the writer said, could to a great extent, fill this deficiency.

Also, it is pointed out, there is a lack of interest in the profession towards criminal law as opposed to company law and conveyancing

① 134

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F.M. 9/4/76?

That Minister of Mines Fanie Botha has given the (White) Diamond Workers Union and the Master Diamond Cutters Association until April 30 to reach a compromise in their dispute over the introduction of cheaper labour into the industry (FM, March 5)?

While neither side is willing to disclose details of their meeting with Botha, the FM understands that no negotiations between the two parties are presently taking place.

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DIAMOND WORKERS

On the brink *F.M.* 23/4/76

The diamond cutting industry is teetering on the brink of confrontation. Unless a final meeting of its Industrial Council can secure a compromise, only a decision to appoint a mediator or to refer the matter to arbitration can prevent the dispute between the Master Diamond Cutters' Association and the Diamond Workers' Union over the introduction of cheap labour into the industry (*FM* March 5) ending in a strike or lock-out.

The issue came to a head on April 7, when a dispute was formally declared. The Union claims that the dispute was declared unilaterally by the Association, although Sandy Davidson, secretary of the Association, denies this, claiming that the dispute was declared jointly.

Once a dispute has been declared, the parties must resolve their differences

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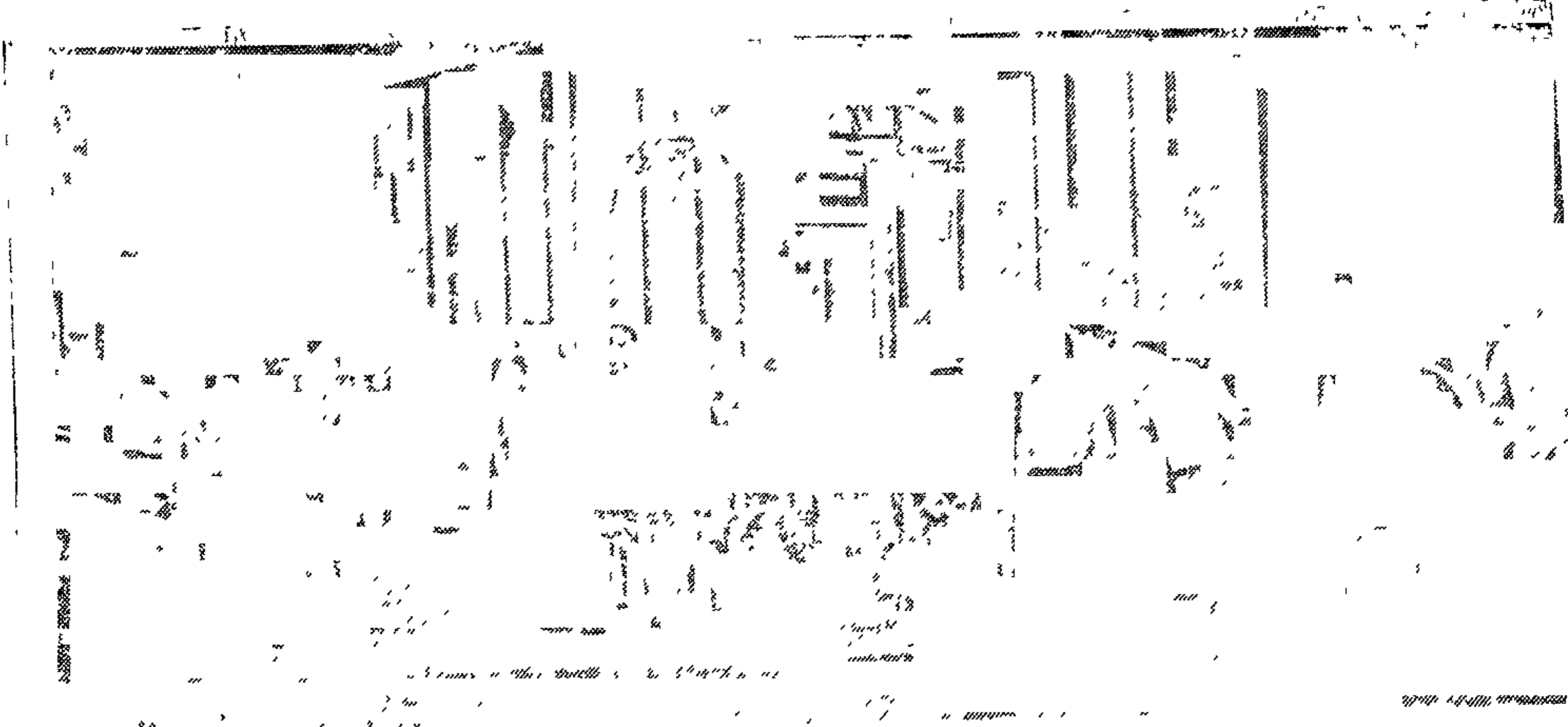
within 30 days. Three meetings of the Council must be held towards this end: Robin Rich, general secretary of the Union, told the *FM* that the first two discussions had ended in deadlock.

"The Association has made its final demands and they are still unacceptable to us. This means that on May 6 they are entitled to lock us out of the factory. On the other hand, we are then entitled to hold a strike ballot."

The third and final meeting was due to be held as the *FM* went to Press. The likelihood of an agreement being reached seems remote. Unless Minister of Mines Fanie Botha appoints a mediator himself only a joint decision to submit to arbitration can head off a costly clash.

Even the appointment of a mediator would be a temporary solution, however, as he would have no power to dictate a solution.

With the Diamond Cutters' Association insisting on its need for cheaper labour and the Union equally determined not to endanger its members' job security, the odds on a clash seem ominously high.



The final showdown between employers and workers over the introduction of cheap labour in the diamond industry loomed closer today as the Diamond Workers' Union held a mass meeting and strike ballot in Johannesburg.

STAR
Cutters
29/4/76.
leave
union

Labour Reporter
Most of the craftsmen of one large diamond-cutting firm in Johannesburg were reported to have resigned from the Diamond Workers' Union as strike fever gripped the industry today.

Threats of violence were alleged to have been directed at the estimated 45 workers from the Gustave Katz Diamond Cutting Works.

STRIKE BALLOT

News of the development came as more than 500 of the 850 diamond workers in Johannesburg left a general meeting which lasted about four hours and ended in a strike ballot.

As the meeting ended, union executives stayed behind in a reported effort to persuade the resigned members to withdraw their resignations.

Before they met behind closed doors, the president of the union, Mr Mick Geffin, summed up the feelings of his members by saying.

"I have no doubt we shall get an overwhelming majority vote in favour of strike action."

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① 134
② 150
③ 174
④ 193

The Star Friday April 30

Showdown looms for diamond men

20/4/76

Labour Reporter

All eyes are on the Minister of Mines and Labour, Mr S P Botha, as both the Diamond Workers' Union and the Master Diamond Cutters' Association prepare for the showdown.

The union's strike ballot in Johannesburg was an "overwhelming show of strength" with only 47 out of about 650 votes cast against strike action, those of 45 possible dis-

The votes included senters who were persuaded to withdraw their resignation from the union after the ballot.

"BACK" TO WALL

"We have our backs to the wall and are prepared to fight for our livelihood," said Mr Robin Rich, general secretary of the union.

"But we don't want to strike," he added.

Mr Sandy Davidson, secretary of the Master Diamond Cutters' Association (the employers), said, "We're not rocking boats."

In interviews with both sides, it became clear that the Government played a major role in the confron-

tation by pressing for local processing of small stones which previously left the country in an unfinished state

The Department of Mines proposed that stones of up to 1,79 carats should be processed by cheap labour. The limit

has since been lowered to 1,4 carats, but that still means that the existing work force will lose half of its work, according to the union

Mr Robin Rich, general secretary of the union, said today the union's limit of 0,89 carats for

cheap labour made adequate provision for all small stones to be processed locally

"Neither the Government nor the country gains anything by raising that limit. Only the employers will gain from that," Mr Rich said

Confessions of an ex trade unionist

ONCE upon a time I was an executive member of a large trade union in Johannesburg and saw some of the inside action that never gets into the newspapers. From my many friends who have been in similar positions, I gather the story is oft repeated in unions everywhere.

WITH TEARS IN MY EYES

By JACKY HEYNS



My introduction to the "trade union business" was through a buddy who was the president of his union. He was a factory worker, and as such I knew his salary, but I always marvelled at his spending power.

I asked questions and he gave the answers.

Taking the line of action advised I attended my own union meeting and raised awkward questions, mainly about money. A week later I was approached to take a shop-steward position, and again, as a shop-steward meetings and asked more pertinent and probing questions.

Within a few months of being a thorn in their sides the executive offered me membership — and then came all the fun and games.

I found that as a member of the executive I had to attend

a series of meetings, which I did with a smile. These meetings were of 10 minute duration. One or two letters of importance were read — and then we got paid!

Each member present was handed an envelope containing cash payment for "expense" of attending the brief and unnecessary gathering. That short 10 minutes brought me a days pay, and what with three or four, at times five meetings each week, my overall income had practically doubled, overnight as it were.

I began to understand

When genuinely important meetings were held a few miles out of town that envelope bulged with boodle all itemised with vague reference to travelling, meals, entertainment, accommodation etc., etc.

It was money for jam, as the saying goes.

And there was more to come.

Most of the members of the executive were owners of late model cars. Mine was a crock.

At one of the meetings the secretary read a report on the condition of one of the trade union's cars. It was decided that the "troublesome vehicle should be sold and a new one purchased. Naively, I asked how old it was and when I was told that it was bought 18 months ago, I foolishly suggested that we have it overhauled rather than lay out money for a new thing.

I was over-ruled. The chairman turned to me and said: "How about you buying it, Jacky". Completely innocent I laughed. The meeting had just heard that the car was in a state of disrepair and now they want to palm the "wreck" onto me.

I said no thanks and besides that I did not have the money to pay for it.

The car was offered to another member who accepted it without hesitation. I thought he was crazy. The meeting sold it to him for a tenth of its initial price because "It is ready for the scrapyard", and those words were duly recorded in the minutes of the meeting.

However, when I went down to the garage with the new owner to see the "rubbish" he had bought I was shocked to find a

gleaming, well-kept, smooth-running mechanical masterpiece. I was learning fast. I learned that the union was accumulating funds at a fantastic rate, that short of throwing it out of the window there was no way of depleting the vast sums or even matching the annual inflow with annual expense. The general secretary's salary was completely out of proportion to his position.

Diamond workers are 'out' from Monday

NM
8/5/76.

Mercury Correspondent

JOHANNESBURG

The 900-member South African Diamond Workers' Union declared last night that none of its members would be at work as from Monday because of a "lock-out" by employers.

The union's general secretary, Mr. Robin Rich, said the "lock-out" existed because the industrial agreement with employers had ceased yesterday.

"Our members decline to work under conditions in which employers can dictate any terms and may very well bring in unskilled Black labour," he said.

Mr. Rich added, however, that his union was prepared to open new negotiations.

He said the Minister of Labour, Mr. S. P. Botha, had appointed a mediator. "But the mediator will only be available on May 24, and we are not prepared to extend the 30-day period just ended for formal negotiations."

Earlier in the day, the secretary of the Master Diamond Cutters' Association, Mr. Sandy Davidson, said his association was doing nothing to "rock the boat" and would work with the mediator to seek a solution.

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Unions may leave Rightwing for 'middle of the road'

By CLIVE EMDON
Labour Correspondent
AT LEAST five White Railways trade unions, with some 80 000 members, are expected to leave the Rightwing Confederation of Labour, and to join the proposed SA Central Labour Organisation (Sacla), a new "middle of the road" union federation.

Mr Tom Neethling, general-secretary of the 30 000 member Amalgamated Engineering Union and Mr Peter Roodt, general-secretary of the 9 000-member SA Footplate Staff Association, announced the imminent formation of the new federation of trade unions.

They said it would have no political alignment, it would be open to all bona fide trade unions or union

federations, and open to all races.

Besides their two unions, and the group of Railways unions, other worker organisations expected to join the new labour alignment are the 17 000 member SA Electrical Workers' Association and the two mine officials associations which together have some 21 000 members.

The prominent Railways unions expected to join are the 30 000-member Artisan Staff Association and the 24 000-member Salaried Staff Association.

Mr Neethling confirmed yesterday there had been talks with Coloured trade unions, but they had not been represented at a meeting of about 127 unions which drew up a constitution for the new federa-

tion.
The formation of a third labour federation is unlikely to affect the membership of the moderate Trade Union Council of SA (Tucsa) but is likely to hit the SA Confederation of Labour.

The Confederation has 190 000 members at present. It is constituted by three groups, the Railways, the Mine Workers unions and the hard Rightwing unions which make up the co-ordinating Council of SA Trade Unions — public servants, provincial workers, bank officials and Iscor workers.

The Railways unions clearly want to become independent of the hard Rightwing of the Confederation.

Big union federation planned

NM 11/5/76

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Mercury Correspondent

JOHANNESBURG—At least five White railway trade unions, with some 80 000 members at present affiliated to the Right-wing Confederation of Labour, are expected to join the proposed South African Central Labour Organisation (Sacla), a new "middle of the road" union federation.

In a joint statement yesterday, Mr. Tom Neethling, general secretary of the 30 000-member Amalgamated Engineering Union, and Mr. Peter Roodt, general secretary of the 9 000-member S.A. Footplate Staff Association, announced the imminent formation of the new trade union federation.

They said it would have no political alignment, would be open to all bona fide trade unions or union federations, and open to all races.

Besides their two unions, and the group of railway unions, other workers' organisations expected to join the new labour alignment are the 17 000-member S.A. Electrical Workers' Association and the two mine officials' associations which together have some 21 000 members.

Prominent railway unions expected to join are the 30 000-member Artisan Staff Association and the 34 000 member Salaried Staff Association.

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in brief
Cape Times 11/5/76
TU switch
JOHANNESBURG: — At least five White railways trade unions, with some 80 000 members, at present affiliated to the right-wing Confederation of Labour, are expected to join the proposed SA Central Labour Organization (Saclor), a new "middle of the road" union federation.

Cape Times 11/5/76

City workers demand rises

CAPE TOWN'S 11 000 Black municipal workers have decided to press the City Council for salary and wage increases as well as the re-evaluation of jobs.

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1312
~~13 11/5/76~~

The secretary of the Cape Town Municipal Workers' Association, Mr J H Ernstzen, said the decision was taken at a meeting in the City Hall attended by about 2 000 workers

The move for higher wages comes after White municipal workers have demanded a pay increase of 19 percent

Mr Ernstzen said in a statement that the general membership of the association had authorized and instructed its executive committee to submit without delay demands for more pay "taking into account the rise in the cost of living" and for a re-evaluation of jobs

The executive was instructed to ensure that the City Council gave the matter its immediate attention

STEPS

"In the event of no satisfaction being obtained within a reasonable time, the executive committee is to take such steps to press the association's claim in such manner as it may deem fit."

The statement said the decision of the City Council to examine the evaluation of posts was taken a year ago but the council had failed to furnish its proposals by the due date

Instead it told the association that it had almost completed the task and would be in a position to meet representatives of the workers early next month

"The association is entirely dissatisfied with the position" bearing in mind that over the past year the cost of living soared and "the council has taken no steps whatsoever to relieve the plight of the workers"

(1) 134

FM. 14/5/76

REGISTERED UNIONS The centre consolidates

This week's formation of Saclo — SA Central Labour Organisation — heralds a new fluidity in trade union politics. In the short-term, the SA Confederation of Labour is likely to be the loser.

Saclo's formation was announced by the general secretaries of two unions unaffiliated to either Tucsa or the Confederation — Tom Neethling of the Amalgamated Engineering Union (AEU) and Piet Roodt of the SA Footplate Staff Association (Safsa). Although policy will only be formulated at Saclo's inaugural meeting in October some broad guidelines have been announced.

Saclo will be open to "all *bona fide* trade unions". While it has not yet stated its attitude to unregistered African unions, registered Coloured and Indian unions would appear to be welcome. The Confederation is for Whites only. Saclo has also stressed its independence from political parties — a possible reaction to some of the Confederation unions, who have previously been accused of backing HNP policy.

It is obviously attempting to occupy the middle ground between Tucsa and the Confederation. Both its founder unions are ex-members of one of these groups, the AEU having left Tucsa some years ago and Safsa having left the Confederation last year. With its sponsors confident of 180 000 affiliated members by the time it holds its inaugural meeting, the big question now is which unions will join Saclo.

The organisers are reluctant to say who will affiliate. A number of unions are, they say, discussing affiliation with their councils. However, Neethling does confirm that several unions presently affiliated to other federations did participate in drawing up Saclo's proposed constitution.

While unaffiliated unions are likely to provide the bulk of the new organisation's membership, it seems likely to win support from some unions presently in the Confederation — particularly among the railway unions, some of whom have been known to be unhappy with the Confederation for some time (FM April 4 1975).

Some of the six railway unions affiliated to the Confederation are believed to be dissatisfied with what they see as its rigidity. Some fear that it has been taken over by extreme Right-wingers. To quote one top railway unionist: "Whenever someone proposes co-operation with non-Confederation unions he is personally attacked. SA is changing rapidly and an interchange of views is essential. This is impossible inside the Confederation."

While Artisan Staff Association (ASA) general secretary Wallie Grobler, who is also secretary of the Confederation, would only say that the possibility of the ASA affiliating to Saclo "cannot be ruled out," ASA president Jimmy Zurich has publicly endorsed Saclo.

The possibility of defections from Tucsa is remote — unions dissatisfied with its policies have long since left. Saclo's formation is therefore likely to herald a solidifying of the centre at the expense of the extreme Right of the registered union movement.

Top diamond
union man
STAR
threatened

The general secretary of the Diamond Workers' Union, Mr Robin Rich, has been threatened with his life by an anonymous telephone caller.

This follows a similar telephone threat last week against diamond worker Mr Louis du Toit (48), who had a heart attack soon afterwards.

Mr Rich received the call yesterday soon after about 700 diamond cutters had decided to remain out in their dispute with employers over a signed wages and working conditions agreement.

"A man called up and threatened to shoot me," said Mr Rich. "I have taken it in my stride and have not mentioned it to the police. I don't worry about it."

Mr du Toit, a licensee at

a Johannesburg diamond cutting works who is not a member of the Diamond Workers' Union, was taken to hospital and remained in the intensive care unit for four days.

He is expected to stay in hospital for about six weeks, his employer, Mr Manny Juden, said today.

According to colleagues, Mr du Toit received the call last Monday, which was later reported to the police.

They believe the anxiety caused by the call may have brought on the heart attack.

"As a non-union member he was entitled to work," said Mr Juden.

At present no members of the DWU are being paid strike pay. The only drain on union funds is a R5 a day allowance to sickets.

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Diamond men call for State action

23/5/76
5 TIMES.

THE DIAMOND Workers' Union is to ask the Government to smash the entrenched position of the Master Diamond Cutters' Association in the industry through a change in the law.

"We want the Diamond Cutting Act changed or scrapped so as to allow individual diamond cutters to buy and process diamonds on their own account," union president Mickey Geffin said this week.

This is the union's answer to what it sees as a campaign by the employers to break the union.

"We're even considering the possibility of the union using its own funds to set up and equip a factory so that it can hire out cutting benches and equipment to union members," Mr Geffin said.

"We don't want to become employers or to compete with the master cutters. We simply want to guarantee

We're nothing but serfs, says Geffin

By TONY KOENDERMAN

our members the right to earn a living.

"At present we operate in a feudal system in which we are nothing but serfs."

Mediator

Meanwhile, talks open tomorrow under a Government-appointed mediator in a bid to end the bitter labour dispute which has brought the industry to a virtual standstill.

The clash hinges on the definition of a small diamond.

The employers want to introduce Coloured and Indian operators into the industry

to cut and polish small diamonds, which it cannot economically use high-priced White labour to do.

Official statistics suggest that the absence of a "small-is" industry in South Africa is costing the country some R65-million a year.

But the employers define a small diamond as being up to 1,79 carats in the rough — and the union says that 60 per cent of its 900 members are already employed full-time cutting diamonds smaller than this.

The union, anxious to protect the livelihood of its members, will go along with the employers' intentions only if they reduce the cut-

off point in the definition of a small diamond to 0,89 carats.

Now, says Mr Geffin, the union is prepared to go further "We will train any non-White labour the employers want to introduce — but we won't budge on the size of the diamonds."

Union members downed tools early this month when the master cutters said that the status quo — the continued application of working conditions and pay scales under a previously expired labour agreement — would cease.

Refusal

They refuse to return to work unless they get a new gazetted agreement — even for a short period of two months. But the employers have not acceded to this.

Some 300 non-union workers are still turning up at diamond cutting factories, however.

What upsets the union is that there is no alternative avenue of employment for its members.

"An out-of-work motor mechanic could always get by doing some private work in his back yard," says Mr Geffin. "But diamond workers can't do that."

"That's why we want the Diamond Cutting Act changed. If a man has the necessary capital to buy 50 carats or so, he must be allowed to do so."

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TOESPRAAK DEUR SY EDELE S.P. BOTHA, L.V., MINISTER VAN ARBEID,
 BY GELEENTHEID VAN DIE AMPTELIKE OPENING VAN DIE SUID-AFRIKAANSE
 KONFEDERASIE VAN ARBEID SE VIERDE TWEEJAARLIKSE KONGRES IN DIE
 STURROCKPARKONTSPANNINGSKLUBSAAL, MILNER PARK, JOHANNESBURG,
 OP 3 JUNIE 1976 OM 11H00

L.w. VIR VRYSTELLING NA LEWERING OM 11H30 OP DONDERDAG, 3 JUNIE
 1976.

Meneer die President, lede van die Uitvoerende Komitee en
 Kongresgangers, ek het uitgesien na 'n geleentheid soos hierdie
 waar ek u kan ontmoet. baie dankie vir die geleentheid wat u
 my gebied het om vandag die woord te voer.

Dit is my meegedeel dat daar in die verlede baie goeie
 verhoudings tussen u Konfederasie en my Departement bestaan
 het en dat u te alle tye met groot verantwoordelikheid en in
 belang van Suid-Afrika opgetree het. T'rsedertyd het u met
 'n valke oog gewaak oor die helange van die werkers wat onder
 die vleuels van u Konfederasie is.

Ek hoop van harte dat u op die weg sal voortgaan want daar
 rus 'n dure plig op u as vakbondorganisasie om leiding te gee
 aan diegene wat u verteenwoordig. Dit is veral in tye soos
 wat ons tans beleef wat leierskap op alle terreine deeglik
 toets en waarin met die verstand en nie die hart gedink moet
 word nie. Nie alleen sal die werkers by u leiding soek nie,
 maar sal ek as Minister van Arbeid baie graag u oorwoë mening
 oor arbeidsaangeleenthede wil hê en ek verseker u dat ons voren-
 toe nog baie gaan oesels. Dit is my vaste voorneme om nie die
 pad alleen te loop nie. Ek sal u graag wil saamneem.

Soos u bewus is, beleef Suid-Afrika ekonomies sowel as
 strategies moeilike tye.

Alhoewel daar bespieoel word dat die ekonomiese klimaat
 gedurende hierdie jaar mag verbeter, is dit in die lig van die
 talle probleemsituasies waarmee ons land tans te kampe het,
 duidelik dat elke landsburger die grootste mate van ywer en
 spaarsaamheid aan die dag sal moet lê om te verseker dat ons
 land nie kwesbaar gelat word nie. Teen hierdie agtergrond

sal daar aan almal besondere eise gestel word wat groter toewyding, harder werk en doelgerigter optrede verg.

Ek is seker dat elkeen wat prys stel op die behoud van ons land en sy mense nie hiervoor sal terugdeins nie en geen opoffering te hoog sal ag nie.

Elke burger van hierdie land behoort sy eie belange teen die agtergrond van die land se belange te sien en moet noodwendig ag slaan op sekere breër ekonomiese aspekte.

Geen lojale landsburger kan na ons ekonomiese tendense kyk sonder om ernstig notisie te neem van die nadelige uitwerking van inflasie nie. Dit is op die huidige moment ons grootste bedreiging. Dit is 'n wêreldprobleem wat ons in eie geledere met elke wapen tot ons beskikking sal moet beveg. Eerstens moet ons die stryd teen inflasie eenvoudig wen om 'n volgehoue groei en die handhawing van ons lewensstandaard te verseker. Tweedens moet ons ons Vaderland in hierdie tye so sterk as moontlik nou en one-krug gaan afdwing van 'n stabiele ekonomie.

Inflasie is die resultaat van die mensdom se eie doen en late en hy kan hierdie bedreiging alleen afweer deur sy eie wil om dit te oorkom.

Te veel van ons hedendaagse mense het daaraan gewoond geraak om welvaart en 'n demokratiese vrye sosio-ekonomiese lewenswyse as gegewe regte te beskou wat as sodanig vir alle tye gewaarborg sou wees.

Hulle beskou dit as vanselfsprekend dat hul inkomstes en lewensstandaard elke jaar outomaties sal verbeter. Hulle moet egter beseft dat vryheid en voorspoed alleen deur opoffering verwerf is en alleen deur harde werk, vindingrykheid ywer en dus deur optimale produksie gehandhaaf kan word.

Van die drie hoofbestanddele van produksie - grondstowwe, arbeid en kapitaal - stel ek as Minister van Arbeid natuurlik die meeste belang in die menslike faktor, ofte wel arbeid.

Ons beseef almal, dat daar tans 'n tekort aan mannekrag, veral geskoolde arbeid, in die Republiek ondervind word. Dit is 'n probleem wat die regering se ernstige aandag geniet want arbeid is en bly 'n sleutelfaktor in die gesonde uitbreiding van ons ekonomie.

Arbeidsrus en -vrede en die feitlik totale afwesigheid van stakings is die hoeksteen waarop ons ekonomiese voorspoed in die verlede gebou was.

Terwyl daar nou 'n beroep op alle landsburgers gedoen word om verhoogde produktiwiteit na te streef en sodoende 'n versekerde toekoms te help skep, is ek daarvan oortuig dat u met my sal saamstem dat dit gebiedend noodsaaklik is dat daar na die belange van die werker omgesien moet word. Wanneer ons oor 'n gelukkige en tevrede werkerskorps beskik, dan alleen kan ons verseker wees dat elkeen sy beste sal lewer om die land se ekonomiese probleme die hoof te bied. Dit sal my strewe wees om stabiliteit, voorspoed en vooruitgang te soek, en my toe te wy aan die vastewering daarvan. Ek is tot u diens!

Waar stakings in die jare vroeg meer die reël as die uitsondering was om beter diensvoorwaardes af te dwing, geskied die skikking van looneise, ens. vandaan op 'n baie meer vreedsame wyse. Dit moet toegeskryf word aan die feit dat die werknemers in die vakbond 'n middel gevind het wat onderhandelings met hul werkgewers aansienlik vergemaklik.

Sedert ek my nuwe partefeulje as Minister van Arbeid aanvaar het, het ek sterk onder die indruk gekom van die besondere rol wat nywerheidsrade op die arbeidsfront speel.

Op die oomblik bestaan daar nagenoeg 200 ooreenkomste wat deur hulle beding is en wat ingevolge die bepalinge van die Wet op Nywerheidsversoening, 1956, geregistreer is. Vele van hierdie ooreenkomste is van 'n hoogs gesofistikeerde aard en bevat gedetailleerde bepalinge oor lone en ander diensvoorwaardes asmede oor byvoordele soos pensioene, mediese hulpskemas, siektevoordele, opvoedingskemas en dergelike meer.

Volgens die jongsbekikbare gegewens beheer en bepaal geregistreeerde ooreenkomste tans die lone en ander diensvoorwaardes van 191 333 Blankes, 212 345 Kleurlinge, 69 714 Asiërs en 599 919 Bantoes.

Teen hierdie agtergrond gesien, is dit te beoortype dat nywerheidsrade onmiskenbaar 'n besonder belangrike invloed op vele terreine op die arbeidstoneel speel.

In ons dag waarin veel klem op die noodsaaklikheid van dialoog en sinvolle kommunikasie oelê word, bied die nywerheidsraadstelsel 'n ideale forum waar werkgewers en werknemers met mekaar in gesprek kan tree oor sake van onderlinge belang.

Ek wil dan ook namens die regering my besondere dank uitspreek teenoor daardie rade - ja, eintlik daardie vakverenigings en werkgewersorganisasies wat partye by die rade is - vir die verantwoordelike wyse waarop hulle diensvoorwaardes in hul nywerhede beheer en vir die wyse waarop hulle daarin slaag om arbeidsvrede te bewaar. Ek wil die Konfederasie gelukwens met sy bydrae tot die handhawing van nywerheidsvrede in ons land.

Ook op die terrein van die beter benutting van mannekrag deur middel van die herindeling en hergroepering van werkverrigtings, wat 'n belangrike bydrae tot hoër produktiwiteit lewer, het verskeie van die rade hulle nie onbetuig gelaat nie.

Ons beleef tans 'n verlangsaming in die tempo van ekonomiese bedrywigheede. Die inflasie-euwel het geen geringe aandeel hierin gehad nie en die kwessie van nie-optimale produktiwiteit is, myns insiens, in 'n hoë mate vir die steeds hoë peil van inflasie verantwoordelik.

Daarom lê die aksieprogram teen inflasie, waarvan u Konfederasie 'n mede-ondertekenaar is, besondere klem op hoër produktiwiteit en sy ewe-bruer, die beter benutting van ons arbeidskragte. Ons landse ekonomie kan dit nie bekostig nie, en dis strydig met gesonde ekonomiese beginsels dat ons hoogs

opgeleide Blanke werkers hul tyd op sleurtake verspil. Daarom is die regering se arbeidsbeleid ook daarop toegespits dat die beperkte geskoolde werkerskorps meer produktief benut moet word op daardie werkverrigtings wat werklik die bedrewenheid van geskoolde werkers verg.

Ek wil by hierdie geleentheid 'n beroep doen op ons vakbondleiers om opnuut en voortdurend aandag daaraan te gee dat die geskoolde en opgeleide werker wat met veel opoffering en teen hoë koste sy geskooldheid verwerf het, nie sy tyd onekonomies sal gebruik op take wat nie die bedrewenheid van 'n geskoolde werker vereis nie.

Wat ook van besondere belang is, is dat ons nooit uit die oog moet verloor dat ons in 'n veelvolkige land woon nie. Die aanpassings wat deurentyd plaasvind in die rol wat die verskillende bevolkingsgroepe in ons heroesstruktuur speel, is sonder twyfel noodsaaklik vir die land se ekonomiese groei.

Selfs met 'n volgehoue vloei van immigrante is daar so 'n voortdurende druk op die beskikbare geskoolde arbeidsmag dat die Blankes in die algemeen geen rede het om te vrees dat hulle werk-sekuriteit deur die toelating van Gekleurde en Swart werkers tot die meer gevorderde werkskategorieë, binne die raamwerk van Regeringsbeleid, in gevaar gestel sal word nie. Dit is en was nog altyd die Regering se beleid dat arbeidsaanpassings deur die hertoewysing van werk slegs in samewerking met die Blanke werkers en hul vakbonde moet geskied.

Na aanleiding van wat ek pas gesê het, en ek glo dat u dit weet, is daar net nie genoeg Blankes om al die werk wat hulle tradisioneel gedoen het, langer te behartig nie vanweë die nywerheidsuitbreiding waarvan ons nog maar net die drumpel betree het. Verder is daar voortdurend tegnologiese ontwikkeling wat die werksoorte beïnvloed. Dit is so dat die poel waaruit die tradisionele geskoolde werkers afkomstig is nie in dieselfde mate as die behoefte daaruit aan werkers vergroot nie.

Terwyl die regering glo dat daar nie nywerheidsvrede kan

wees as die Blanke se werkgeleentheid in gevaer gestel word nie en dat goeie arbeidsverhoudinge ook nie in so 'n klimaat gekweek kan word nie en baie mag aan georganiseerde arbeid gegee het, moet ernstige aandag gegee word aan die herverdeling van werk. Dit is 'n taak wat nie sleepvoetend aangepak moet word nie. Ek wil dus 'n beroep op alle vakbonde doen om dringende erns te maak met hierdie aangeleentheid.

Dit is moreel reg en ter wille van stabiliteit en vrede noodsaaklik dat alle rassegroepe voldoende werkgeleentheid sal hê, maar dat dit op 'n ordelike wyse geskied wat aan geen werker aanstoot gee nie. Dit het reeds telkemale gebeur dat waar werknemers uit hul gevestigde werkkringe deur anderrassiges verdring word, hetsy Blankes deur Nie-Blankes of Gekleurdes deur Bantoes, dit 'n teelaarde vir ernstige ontevredenheid en onminskêp. Dit is eweneens die geval waar werknemers werknemers van verskillende rasse in diens neem sonder inagneming van gevestigde beleidsbeginsels. Dit is dan ook binne hierdie konteks dat werkreservering as 'n voorsorgmaatreël teen mededinging tussen werknemers van verskillende rasse steeds 'n rol te speel het. Ek verseker u dat werkreservering nie deur die Regering afgeskaf sal word nie, maar dat dit soos in die verlede toegepas sal word om die werker sy lewensstog te verseker en die entrepreneur sy arbeidskragte.

Die skepping en handhawing van gesonde verhoudings tussen Blanke en Nie-Blanke werkers is ook van die grootste belang. Dit beteken egter nie dat toegewings, toenadering en opoffering net van een kant moet kom nie.

Die Swart werker sal ook sy deel moet doen.

Hy sal net soos die Blanke en Gekleurde werker dit as mikpunt moet stel om hoër produksie te lewer, om dienstrots aan te kweek, om nie agterdog teen anderrassiges te koester nie en om arbeidsvrede en goeie verhoudings met medewerkers en sy werkgever na te streef.

Laastens, maar nie die minste nie, sal hy daarteen moet waak om hom nie deur persone en instansies met bybedoelings

op sleeptou te laat neem en daardeur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik oor die masjinerie wat hom in staat stel om met sy werkgewer oorleg te pleeg en te kommunikeer.

Die betrokke wetgewing, naamlik die Wet op die Reëling van Bantoe-arbeidsverhoudinge is in 1973 aansienlik opgeknop en verbeter. Deur middel van die stelsel van werkekomitees en skakelkomitees kan Swart werkers nou self met hulle werkgewers oor diensvoorwaardes en ander arbeidsaangeleenthede van onderlinge belang onderhandel.

Dit verseker 'n meer tevrede werkerskorps, en gevolglik, . beter arbeidsbenutting - soos bewys deur navorsing wat deur die Universiteit Oranje-Vrystaat onderneem is by 326 van die grootste firmas in Suid-Afrika waar sulke komitees bestaan.

Daar is ondermeer bevind dat kommunikasie by 97,4 persent van die firmas verbeter het en dat daar by 39,7 persent van hulle 'n besliste verhoging in produktiwiteit te bespeur was.

Die werke- en skakelkomitees waarvan daar reeds oor die 2 400 bestaan en ongeveer 648 000 Swart werkers dek, het nou bewys gelewer dat hierdie stelsel in Suid-Afrika 'n geskikte en bevredigende vorm van arbeidskommunikasie bied.

Ook op ander terreine word daar voortdurend oor die belange van die land se werkers, Blank en Nie-Blank, gewaak. Neem maar byvoorbeeld die omvattende wetgewing wat daar ten opsigte van Ongevalleversekering bestaan.

Vanweë die mannekragtekort moet die werkers van ons land hul pligte onder groot druk uitoefen en daarom word daar daadwerklike stappe gedoen om ons werklui teen werkboserings en nywerheidsiektes te beskerm.

Soos u weet word 'n baie groot aantal werkers ten nouste deur die bepalinge van die Ongevallewet geraak. Gedurende 1975

is daar nie minder nie as 360 000 onnevalle aangemeld. Skade-
loosstelling slegs deur die staatsgeadministreerde Onnevalle-
fonds uitbetaal, het R15 191 000 beloop terwyl die mediese
koste R11 814 000 bedra het.

Die bedrag uitbetaal aan mediese koste het skerp vermeerder
weens die groot styging in die prys van medisyne, die verhoging
van hospitaalgelde en die tariewe vir geneeskundige behandeling.
Ook die koste van kunsledemate en soortgelyke apparaat het die
hoogte ingeskiet. Dit het egter nie verhoed dat die beleid
betreffende die voorsiening van kunsledemate onlangs hersien
is nie sodat beseerde werksmense wat dié ledemate benodig, nou
vir die res van hul lewe in die verband te hulp gekom kan word
terwyl hul voorheen meestal slegs met twee sodanige hulpmiddels
gehêlp kon word.

U is ook bewus daarvan dat die Ongevallefonds uitsluitlik
in stand gehou word deur aanslaggelde wat jaarliks van werk-
gewers gevorder word. Die vermeerdering van die laste wat deur
die Fonds gedra moet word kan, tensy daar op versigtige en
redelike wyse te werk gegaan word, tot die verhoging van aan-
slagtariewe lei en dit hou finansiële implikasies vir werkgewers
in wat selfs op hul werknemers kan terugslaan.

Met die oog op die styging in lewenskoste is daar nogtans
besluit om voorstelle in verband met die wysiging van die
Ongevallewet wat dit ten doel het om die lot van die beseerde
werksman en sy afhanklikes te verlig, aan die Parlement voor te
lê. Indien hierdie voorstelle nie deur die Parlement in sy
wetgewende program gedurende die huidige sitting ingepas kan
word nie, sal dit spoedig volgende jaar oorweg word. Die
voorgestelde wetgewing sal die Ongevallewet ook sodanig wysig
dat alle bevolkingsgroepe oor dieselfde kam geskeer sal word.
So sal Bantoes wat in die verlede nie pensioene ontvang het
nie, daarvoor kan kwalifiseer indien die voorstelle goedgekeur
word.

Die wysigings beoog onder andere ook die volgende ver-
beterings:

- (a) Periodieke uitkerings betaalbaar terwyl 'n werksman tydelik algeheel arbeidsongeskik is, sal bereken word teen 75% van die eerste R400 in plaas van die eerste R247 van sy maandelikse verdienste. Die maksimum maandelikse periodieke uitkerings sal hiervolgens van R185,25 tot R300 styg. Dit sal 'n verbetering van meer as 60% meebring.
- (b) Skadeloosstelling ten opsigte van blywende arbeidsongeskiktheid sal soos in die geval van periodieke uitkerings, op die eerste R400 in plaas van die eerste R247 van 'n werksman se maandelikse verdienste bereken word. Dit sal meebring dat die enkele geldsom wat tans betaal word in die gevalle waar die graad van blywende arbeidsongeskiktheid 30% en minder is, aansienlik verhoog word. Die maksimum bedrag sal in werklikheid van R2 550 tot R4 000 styg. So ook sal pensioene wat betaalbaar is waar die graad van arbeidsongeskiktheid bo 30% is, met meer as 60% verhoog word. Die maksimum pensioen sal van R185,25 tot R300 per maand styg.
- (c) Waar 'n werksman se sterwe kom as gevolg van 'n ongeval, sal sy weduwee en kinders ook 'n groter pensioen ontvang. 'n Weduwee met drie of meer kinders sal afhankende van die oorledene se verdienste 'n pensioen ontvang wat in totaal 'n maksimum van R2000 in perke van R185,25 per maand beloop. Die maksimum pensioen sal vir 'n weduwee sonder kinders geregtig is sal van R750 tot R1200 per maand vermeerder.
- (d) Verder word voorgestel om die maksimum bedrag betaalbaar ten opsigte van die begrawingskoste van 'n werksman wat as gevolg van 'n ongeval sterf van R75 vir Bantoes en R150 vir Blankes. Asiëse en Kleurlinge tot R250 ten opsigte van alle bevolkingsgroepe verhoog word.
- (e) 'n Minder oorloepende maar 'n belangrike verbetering vir die nabestaendes van werksmense, is die voorgestelde wysiging wat sal meebring dat 'n pensioen betaalbaar aan die weduwee van 'n werksman ook sal betaalbaar wees volgens die bepalinge van die Wet, nie meer net vir gevalle as sy weer trou nie. Die staking

van die pensioen by hertroue het in die verlede finansiële verleentheid meegebring as die tweede huwelik byvoorbeeld misluk.

- (f) 'n Baie belangrike wysiging wat beoog word is die uitbreiding van die voordele wat die Wet bied na 'n groep werknemers wat tens nie meer gedek is nie. Sedert die loongrens vir dekking onder die Wet in 1974 van R5 460 tot R7 260 per jaar opgeskuif is, het talle werknemers se hoër jaarlikse verdienste as gevolg van loonstypings en besoldiging vir gereelde oortydwerk, hulle buite die bestek van die Wet geneem en hulle sonder versekering teen beserings op diens gelaat. Talle eise moet as gevolg hiervan van die hand gewys word. Met inagneming van die huidige loonstrukture is dit die plan om die loongrens van R7 260 tot R9 600 per jaar op te skuif.

By die toepassing van die Ongevallewet word daar egter nie net gekonsentreer op die betaling van skadeloosstelling aan werksmense en hul nabestaandes nie, maar ook op die voorkoming van ongevallen. Daar bestaan noue samewerking tussen my Departement en die Nasionale Beroepsveiligheidsvereniging. Van die Departement se beamptes dien op die direksie van die Vereniging en 'n subsidie wat bykans driekwartmiljoen rand beloop word jaarliks aan die organisasie uit die ongevallefonds betaal. Statistiek toon dat talle ongelukke veroorsaak word deur onveilige optrede van werkers en ek wil 'n beroep doen op alle werkers om selfs al werk hulle onder groot druk, waaksaam te wees en veilige werkverrigting in gedagte te hou.

Bedryfsiektes eis ook sy tol onder werksmense en ook hier kon dit nie net by skadeloosstelling bly nie. Navorsing in verband met die siektes word in belang van werksmense en namens die Departement deur die Nasionale Navorsingsinstituut vir Bedryfsiektes onderneem en 'n bedrag wat naasteby R200 000 per jaar beloop, word uit die Ongevallefonds as subsidie aan die instituut betaal. Navorsing in verband met loodvergiftiging het alreeds gelei tot die aanvaarding van eise wat andersins van die hand gewys sou word.

Verder word gepoog om deur middel van gesubsidieerde rehasilitasiesentrums fasiliteite te voorsien wat daerop gemik is om beseerde werksmense te help om na werk terug te keer of om die toestand wat deur hul beserings veroorsaak is, te verlin. Daar is 'n sentrum in Durban wat goeie ondersteuning geniet en een in Johannesburg wat ongelukkig swak ondersteun word. Ek wil u graag vra om werksmense in Johannesburg en omgewing in te lig dat daar uitstekende fasiliteite wat hospitaalbehandeling, fisioterapie en beroepsterapie behels, by die Werkers Rehasilitasiehospitaal bestaan. Indien hulle beserings opdoen wat hospitaalbehandeling verq, moet hulle dus nie weifel om hulle geneeshere te versoek om hulle na die hospitaal te verwys nie. Dit bring geen uitgawe vir werksmense mee wat in ongevallen beseer is nie.

Benewens ongevalledekking geniet werkers in die republiek ook versekering van 'n redelik omvattende aard teen die ontberings wat met werkloosheid gepaard gaan.

U as lede van die Suid-Afrikaanse Konfederasie van Arbeid is natuurlik deeglik op die hoogte van die vernaamste bepalinge van die Werkloosheidversekeringswet en ek wil dus net kortliks 'n paar opmerkings maak en hier en daar syfers aanhaal om aan te toon wat die Werkloosheidversekeringsfonds oor die afgelope paar jaar vir die werknemer (bydraer) beteken het.

Die Fonds se doel is om werknemers te verseker teen tydperke van werkloosheid, dit is, wanneer hulle wel geskik en beskikbaar is vir werk, maar nie geskikte werk kan bekom nie, en ook wanneer hulle weens siekte of, in die geval van vroue, weens swangerskap nie hulle normale loon kan verdien nie. Bydraers wat kwalifiseer vir voordele word dan gedeeltelik vergoed vir die verlies van lone. Daarbenewens maak die Fonds ook voorsiening vir die betaling, by die dood van 'n bydraer, van 'n enkelbedragvoordeel aan sy weduwee of kinders of ander afhanklikes.

Ek wil hier graag net die volgende syfers aanhaal ten opsigte van die voorderebetalings uit die Fonds gedurende die afgelope drie jaar:-

	<u>1973</u>	<u>1974</u>	<u>1975</u>
	R	R	R
Gewone Werkloosheids- voordele	5 832 822	4 555 257	6 312 652
Siektetoelae	6 427 975	6 469 157	7 446 031
Kraamvoordele	6 162 516	6 674 884	7 327 904
Betalingsaan Afhanklikes	1 779 806	1 991 500	2 166 111
TOTAAL	R20 203 119	19 690 798	23 252 698

Daar is dus die afgelope drie jaar meer as R63 000 000 aan voordele en toelae betaal en vir menige werker was dit seker 'n ~~welkome~~ ~~en~~ ~~ontoere~~like hulp.

Die inkomste van die Fonds word hoofsaaklik verkry uit bydraes deur werknemers en werkgewers, 'n bydrae deur die Staat van 25% op die totale bydraes deur werknemers en werkgewers en uit rente op die Fonds se beleggings. Jaarlikse bydraes deur ~~werknemers~~ en werkgewers dek nie die volle voordeelbetalings nie en om hiervoor ~~en~~ ~~ook~~ ~~vir~~ ~~administratiewe~~ uitgawes te ~~ver-~~ goed, word gebruik gemaak van die Staat se bydrae en, waar nodig, van rente op beleggings. Die administratiewe uitgawes van die Fonds word so laag moontlik gehou en het in 1974 slegs 4,14% en 1975 4,97% van die totale omset beloop - voorwaar 'n prysenswaardige prestasie!

Beleggings van die Fonds by die Staatskuldkommissarisse het aan die einde van 1975 'n bedrag van R186 000 000 beloop. Sommige instansies en individue het in die verlede al kritiek gelewer en het beweer dat die Fonds baie sterk staan. Sodanige kritiek het gewoonlik gepaard gegaan met allerhande onpraktiese voorstelle oor toegewings wat die Fonds sou kon bekostig. Ek wil graag daarop wys dat die Fonds opgebou is oor 'n lang tydperk van voorspoedige jare waartydens ons nog gelukkig geseen was met uiters geringe werkloosheid wat ons tans nog geniet. Die vraag is waar sal die Fonds staan as ons ernstige werkloosheid sou ondervind? Dit word beraam dat, bereken op die 1975 inkomste en uitgawe, die Fonds teen 'n werkloosheidsyfer van sê

4%, beleggings ter waarde van ongeveer R256 000 000 en teen 5% werkloosheid R350 000 000 sou moes besit om sy verpligtinge na te kom sonder om sy beleggings te verkoop en daardie kapitaal te gebruik. Wanneer beleggings verkoop moet word, daal die renteverdienste natuurlik onmiddellik en is ons op die pad om die Fonds af te takel. As ek na lande rondom die Republiek en ook na hoogs ontwikkelde lande oorsee kyk waar die werkloosheidsyfer baie miljoene beloop, dan is ek nog meer oortuig dat ons gereed moet wees indien die ongunstige faktore wat werkloosheid in die hand werk ook na ons sou oorwaai. 'n Sterk Fonds is dus noodsaaklik.

Daar word steeds na die Werkloosheidversekeringsfonds gekyk om die voordele wat dit vir die werker inhou te verbeter. Eers het ons net die gewone werkloosheidsvoordele gehad. Dit is gevolg deur siektetoelae, kraamvoordele en afhanklikheids-toelae. Die maksimum verdienste is van tyd tot tyd verhoog om werknemers wat as gevolg van verhoogde lone buite die bestek van die wet geval het weer in te bring. Die jongste verhoging was op 1 Oktober 1975 en die maksimum staan nou op R6 760,00 per jaar of R130,00 per week.

U is bewus daarvan dat wetgewing beoog word om 'n nuwe basis vir die berekening van bydraes en voordele daar te stel. Bydraes deur werknemers is tans uiters laag d.i. van 1c tot 14c per week ten opsigte van veertien groepe ingedeel in verskillende verdienste groepe waarvan die maksimum nou, soos ek reeds genoem het, R6 760,00 per jaar is. Die beoogde wetgewing maak voorsiening vir 'n skema vir die berekening van bydraes deur werknemers en werkgewers en ook vir die betaling van voordele op 'n persentasiebasis gebaseer op die werklike verdienste van die bydraer. Soos die lone styg sal die bydrae styg maar natuurlik, wat belangrik is, ook die voordele betaalbaar.

Met hierdie verwysing na wat die Staat vir die werkers doen, wil ek graag volstaan en wol in die vertrouwe dat u hierin sal sien die besef van die Regering dat ons beskikbare werkerskorps 'n besonder waardevolle plek in ons land vervul en dat die regering steeds 'n waarderende en beskermende hand oor ons werkers uitgestrek wil hou, veral in hierdie tyd waar daar

van elkeen verwaag word om alles in die stryd te werp om Suid-Afrika se ekonomie te help beveilig.

Terselfdertyd waardeur die Regering die begrip wat 'n behoudende vakbondorganisasie soos u vir die Regering se arbeidsbeleid openbaar.

U het u taak as pleitbesorger vir die Blanke werker se belange met groot onderskeiding, pligsbesef en verantwoordelikheid nagekom en ek twyfel nie dat daar ook in die toekoms op u staat gemaak sal kan word nie.

Ek vertrou dat u onderhandelings baie geslaagd sal wees en dit is nou my aangename voorreg om hierdie, u vierde tweejaarlikse kongres, geopen te verklaar.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE MINISTERIE VAN ARBEID.

DATUM: 3 JUNIE 1976

KAAPSTAD

① 134
~~② 135~~

20 000 union men to quit

Labour Reporter

Notice of a breakaway rocked the 195 700-member White Confederation of Labour today and brightened the prospect for a realignment of South African trade unions.

The announcement, coinciding with the opening of the confederation's biennial congress by the Minister of Labour, Mr S P Botha, revealed.

● The "irrevocable" decision of the 20 000-strong Artisan Staff Association to resign from the confederation with effect from September 30.

● The consequent resignation of the confederation's secretary, Mr Wallie Grobler, who is general secretary of the Artisan Staff Association.

The move has been on the cards for more than a year but came as a surprise because of the abatement in the earlier "verligte-verkrampste" confrontation in which Mr Grobler emerged as an advocate for progress.

IMMINENT

Last year the Artisan Staff Association suggested the establishment of a "middle of the road" trade union grouping to counter conservatism.

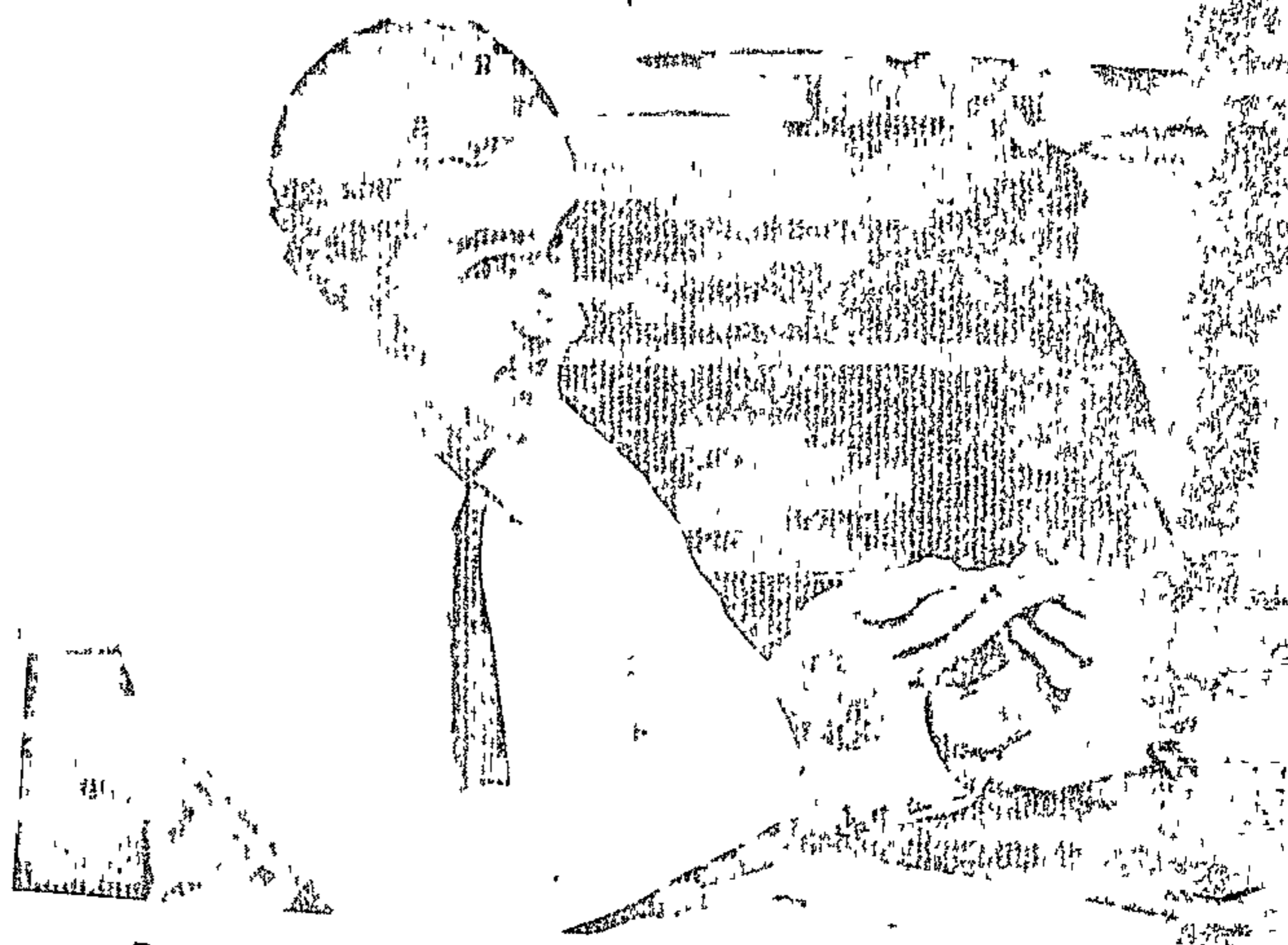
It is now expected to join the 33 000-member Amalgamated Engineering Union and the 10 000-strong Footplate Staff Association in the imminent formation of the Central Labour Organisation.

The proposed organisation could rise to the strength of the weakened confederation if other large railway unions realigned in the same way, observers say.

The general secretary of the other big federation, the 250 000-strong Trade Union Council of South Africa, is against further division in the labour movement.

(1) 134
~~(2) 148~~
~~(3) 156~~
~~(4) 193~~

F. M. 4/6/76



Diamond Workers' leader Robin Rich . . . tied to the workbenches

Hugh Tindale The stoppage seems destined to continue until one side capitulates or government intervenes

As we went to Press, the Master Diamond Cutters' Association was considering Diamond Workers' Union demands for long-term job protection. The union has made a return to work conditional on employers' accepting a 10-year agreement guaranteeing the jobs of union members against encroachment by unskilled cheap labour.

The union has previously requested similar assurances, but only over five years. As the Association has always rejected these, it is unlikely to accept a 10-year agreement. Even if some compromise is reached on this issue, the basic issue of the level at which unskilled labour is to be introduced would remain unresolved.

Government has told the industry that it wants all sizes of diamonds cut and polished in SA, thus necessitating the introduction of a "smalls" industry. The Association replies that this cannot be done without introducing unskilled cheap Black labour to process diamonds weighing up to 1.79 carats. The union has agreed to train the new labour itself, but will not allow it to process stones over 0.89 carats. The issue remains deadlocked.

The Union is now contemplating a deputation to Minister of Mines Fanie Botha to ask him to allow union members to buy up stones and process them themselves. They claim that the Diamond Cutting Act, which prohibits the processing of diamonds outside the premises of a master diamond cutter, has "tied us to our workbenches."

The dispute may, however, be settled by Botha in a totally different way. He is

believed to be considering legislation whereby government would itself set the demarcation line at 1.39 carats, half-way between the Association and Union demands. Whether the employers would accept this is unknown. The Union, certainly, is pledged to bitterly oppose any such move.

The union claims that no members are presently at work.

DIAMOND DISPUTE
No end in sight

As the work stoppage in the diamond industry enters its fourth week, the possibility of a settlement seems remote despite the intervention of mediator

INDUSTRIAL RELATIONS

WORKERS ORGANISATIONS

1978 ^{cc}

Pack your rucksacks, boys

There will be much panting, groaning and grinding of teeth as the trade unions attempt their annual assault on Mount Inflation. But not much climbing

Employers and unions look set for a torrid year at the bargaining table. Trade unions in many industries are busy preparing wage demands that will be much greater than last year's. Employers are likely to fight them tooth and nail.

The *FM* understands that the major mining unions will ask the Chamber of Mines for another R80 a month — over three times the R25 a month the chamber granted them last year.

Many of the unions who drew up the demands will also be involved in negotiations with steel and engineering and building employers, as well as Escom and Iscor. So it's likely that the mines proposal will set the tone for the year.

Says Tucsa president Ronnie Webb: "Our members' living standards have been falling steadily. I expect this year's wage demands to average out at about 40%."

He points out that trade unions agreed not to recoup wage losses incurred during the anti-inflation manifesto but angrily adds "Everybody else is recouping losses. Workers' buying power is being eroded by phenomenal price rises. I expect unions not only to try and keep up with rises in the consumer price index (CPI) since the manifesto, but to try to make up some of the ground lost through

the manifesto as well."

Most unions are still in the process of drawing up their demands. Steel and engineering unions will decide on a wage figure to put to Seifsa next week. But all agree that they are likely to be "substantial".

Says mining unionist Ken du Preez: "We'll be putting in some hefty demands this year. We're prepared to be reasonable and we won't be asking employers to let us recoup our losses during the anti-inflation manifesto. But we're not prepared to suffer a further drop in living standards."

Du Preez points out that the CPI has risen much faster over the past two years than most union members' wages. He believes the unions will peg their demands to the difference between CPI rises and wage hikes. "We won't ask for more than our men have lost in the last two years."

Even if the unions only ask for compensation for CPI rises, demands will be fairly large. The CPI has risen by 23% in the last two years, and the rate of increase is expected to be as high this year.

Higher paid union men in the steel and engineering industry received only 4% on base rates last year. So it seems likely

that their demands could be for raises of up to 20%.

Fringe benefit claims are also likely to figure prominently in wage talks. Indeed, at least one union, the Amalgamated Union of Building Trades Workers (see box), says it may be prepared to compromise substantially on wage hikes in order to secure fringe benefits improvements.

Most unionists, however, say they are not prepared to trade wage hikes for fringe benefits. Says Webb: "There's undoubtedly a trend towards more emphasis on fringe benefits. But our first priority is still to maintain our members' living standards. Unions won't sacrifice this for bigger benefits."

Employers are hardly likely to take all this lying down. They will point to the parlous state of business as well as to mounting unemployment. If last year is anything to go by, even industries which can pay, like the mines, may demur, claiming that any award they make will be used as a "benchmark" in other industries.

The unions concede unemployment is a problem but insist that men in work are entitled to maintain living standards. Many employers "hide behind" economic conditions to avoid awarding hikes,



Big machines, small pay hikes

they say

That's fighting talk, but will it get the unions anywhere?

Webb confesses to being "not very op-

timistic" but adds "I believe employers will relent. They realise that labour peace is in their interests as well."

But SA Electrical Workers' Association secretary Ben Nicholson warns "We don't want a confrontation, but it may be inevitable."

For their part, employers are not likely simply to say "no" — as the Chamber of Mines initially did last year. But what they're prepared to give will certainly fall far short of what the unions want.

While some industries are hoping for a slight upturn in 1978, the economy is still too flat for most employers to afford more than minimal increases in costs. And employees themselves know only too well that enormous numbers of machines are lying idle and many of their men are workless.

Says Seifsa director Errol Drummond: "We will regard proposals put forward by the unions as indications of their aspirations, rather than as a realistic assessment of what we can afford."

"We're obviously aware of the effect of inflation on workers' buying power but, while we're hoping for a marginal upturn in 1978, the industry's in a grim state than it was this time last year."

So there'll no doubt be some pretty

tough talking at the bargaining table this year. But that doesn't mean we're headed for the first wave of registered union strikes for decades.

Granted, unionists are under heavy pressure from their members to halt the erosion of their living standards. But, while compromises may be hard to find this year, both parties in the major wage negotiations are experienced enough to find an acceptable mean.

Besides which, negotiation is always a matter of putting on the table more than you believe you can get. Employers no doubt realise that they will have to give something — as they did even after last year's bitter bargaining, described by Drummond as "the toughest we've ever experienced."

Unions, too, realise that there's a finite limit on what employers can pay at this time. Registered union members are hardly likely to contemplate strike action — something foreign to their tradition — to squeeze an extra 1% or 2% above what employers are prepared to give.

So, while the unions will no doubt win some gains, it's virtually certain that most workers will nevertheless end the year lagging well behind the inflation rate.

19/2/78
Unity
13/8
call on
labour

Labour Reporter

A call on the entire labour force of South Africa to unite in the fight against cheap labour has come from a trade union leader in the metal industry.

Job reservation, says Mr Barney Bower, general secretary of the SA Boilermakers' Society, will not work.

"Pay whites and blacks exactly the same and let them compete on equal terms for what jobs are available," he proposes.

He suggests equal pay for equal work — otherwise watching "our jobs to become eroded and fragmented into nothing"

This year will be the turning point, Mr Bower predicts in his union's journal *The Crucible*.

"There are just not enough whites to reserve jobs for, and so many exemptions have been granted that it has made a farce of the whole policy," Mr Bower writes

He also rejects:

● Immigration — "the flow of immigrants is too small, and in any case it does not solve the problem of our indigenous cheap labour."

● Separate development — "at the pathetic rate the homelands are being developed, it will take hundreds of years before complete separation provides security for the white worker."

Mr Bower rejects too the contention that equal pay will price the black man out of the better jobs, saying "there is so much to do and so few people to do it."

He says the whole community will benefit from the increased standard of living when blacks get the chance of earning a decent wage

Mr Bower says a strong and united trade union movement is the only protection. But he does not hold out much hope for this



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18/4/78

Decision soon on rail pay rises

Sieg Hannig,
Labour Reporter

A decision which could lead to a spate of pay rises for Railways and Government employees — or a massive write-off of their pay demands — is to be announced within the next two weeks.

It is the outcome of the arbitration in the pay dispute between the Railways Artisan Staff Association (ASA) and the management of the Railways.

The last time this union declared a dispute of this kind, arbitration led to a 15 percent pay rise for all Government employees in 1973.

This time, the ASA's claim is for a 12.5 percent increase but various factors militate against a general pay rise for Government employees.

MODEST UPTURN

One is the insistence on separate pay negotiations by unions and staff associations who argue that disparities in the nature of their work call for different adjustments.

Another is the state of the economy which has been allowed only a modest upturn under the Budget presented by the Minister of Finance, Senator Horwood.

Neither Senator Horwood nor the Minister of Transport, Mr S L Muller, announced any provision for pay increases to public servants or railwaymen in their Budgets.

OUTCOME SOON

This means even a general pay rise for railwaymen alone would probably call for increased

The only people sure to be affected by the outcome of the arbitration are the members and employees of the Railways Artisan Staff Association, a total of 23,400 men.

At least one other railway staff association, the Footplate Staff Association, has announced a dispute similar to that declared by the ASA.

The ASA's president, Mr Jimmy Zurich, said today he expected the result of the arbitration by way of a statement in the Government Gazette this Friday or next.

25/4/78

FCI appeal for racial harmony in industry

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CAPETOWN -- The president of the Federated Chamber of Industries, Mr J P Cronje appealed to South African industrialists yesterday to do more to promote sound labour practices and racial harmony in the workplace.

In a letter to the heads of 8 000 firms employing some 800 000 workers, he said the appeal was intended to sustain existing efforts and lead to new initiatives by industrialists in the field of labour relations.

The FCI believed that apart from action by the authorities in eliminating the vestiges of statutory racial discrimination,

much remained to be done by industrialists themselves.

Opportunities were available for industrialists to improve conditions in their factories and on the labour front within the current institutional and legal framework.

Mr Cronje urged businessmen to consider an action programme specifically in respect of black, Coloured and Asian employees with aims including

Improvement of productivity and conditions of employment,

Better channels of communication between labour and management

and the provision of training opportunities in all aspects of industrial relations.

Upgrading trained workers to job categories where restrictions do not exist, and

Employment of jobless black youths in black townships in white urban areas and minimising employment of migrant workers.

The existing climate, he said, contained great potential for innovation and adaptation at in-company level and it was essential for industrialists to make the fullest use of the facilities which existed to improve labour conditions — SAPA

30/4/78
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Industry drive to boost race ties

By TONY KOENDERMAN

ORGANISED industry is making a concerted effort to achieve racial harmony in the workplace. In past weeks, hundreds of letters have gone out to organisations and industrial companies asking for their co-operation in achieving this objective.

The move has been co-ordinated by the Federated Chamber of Industries, which represents some 8 000 firms employing more than 800 000 people, and on May 11 the Transvaal Chamber of Industries, which is affiliated to the FCI, is holding a special seminar to discuss the campaign.

Two significant documents will be at the heart of the debate: the FCI's 30-point action programme, and the code of employment practice drawn up by the Urban Foundation and the South African Employers Consultative Committee on Labour (Saccola), of which the FCI is a member.

Both documents are firmly in favour of the elimination of race discrimination from all aspects of employment practice.

This covers equal employment and advancement practices, equal pay for equal work, the provision of fringe benefits such as pensions and medical aid, better working conditions and training programmes.

The FCI's action programme concerns itself with

- The maintenance of free enterprise through reduced state intervention, creation of favourable public attitudes towards it and safeguarding profits against "unnecessary ill-adjusted price control"
- Measures to promote economic growth, including the creation of a favourable climate to attract foreign capital investment, encouraging corporate savings and removing tax disincentives, and
- Equal opportunity for all industrial workers, the elimination of discrimination and paternalism, and recognition of the rights of employees to organise and to go on strike.

Anglo blacks call for black unions

JOHANNEBURG — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including miners

But according to a confidential Anglo American document reproduced in the latest issue of the *Mineworker*, it believes no effective black union will emerge in the mining industry for some time — and that the "vast majority" of black workers will probably not be unionised

It favours "strict control" of trade unions to avoid misuse for political ends

It rejects legally enforced "closed shop" provisions and favours voluntary union membership

According to the *Mineworker*, the journal of the white Mineworker's Union, the document was sent to the Chamber of Mines in November last year by Mr Dennis Etheredge, chairman of Anglo's gold division, together with a draft chapter of its recommendation to the Wiehahn Commission

From the document, en-

itled *Problem Areas in Industrial Relations in the Mining Industry*, it appears the corporation has proposed a two-level system of industrial relations, including:

- central collective bargaining between employers and trade unions representing all workers

- elected worker committees to deal with workers' views within individual enterprises.

But these would be an "ideal system" and could not be implemented immediately, the document says

It also says the industry should be allowed a three-year period to build up committees on individual mines before conforming to the full standards laid down in the law

It could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future, but the document warns this should not lead to proposals to exclude blacks from trade unions and set up separate committee systems to negotiate with them

The document argues in favour of trade union

rights for foreign black workers as well as migrant workers. Separate development aimed at making all blacks in South Africa foreigners, sooner or later and to build an industrial relations system on this basis would bring problems in its wake.

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions

To exclude any group from representation in the industrial relations system would be to court conflict

On fears that union rights for blacks would allow a "power base for black political aspiration" the document says the law should provide strict criteria to control unions.

Employers who felt blacks in trade unions would lead to "a radical political organisation" could set their own criteria before recognising unions

But the criteria set up should not be seen as employer instruments to manipulate the unions, the document said. — SAPA.

Unions get a chance to talk

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Nov 20/6/78

Labour Reporter

Trade unions — upset with the out of hand rejection of their pay demands to the Johannesburg City Council — will get a chance to argue their case after all.

Almost 200 municipal workers, mainly artisans, last night voted for a pay dispute to be declared at the inaugural meeting of the Industrial Council on which unions and the city council will be represented equally.

But it is likely that negotiations will have to wait for the next meeting, because the agenda for today's opening of the industrial council does not provide for a pay debate.

The lively meeting expressed strong dissatisfaction with:

- The pay rise of one notch, plus a one-time bonus equivalent to another notch for half a year, offered by the city council.

- The "Watergate bribe" of R500 000 to rationalise the grading and strengthen junior and middle management. This was described as an offer to the "good boys" who did not fight last year's small pay rise.

- The out of hand

rejection of union demands which were presented in response to the council's pay offer, but were not negotiated.

- The "democracy" in the city council, which was questioned by Mr Ben Nicholson, secretary of the Confederation of Metal and Building Unions (CMBU).

Such was the democracy that not one city councillor knew of the Press statement announcing the council's pay offer, Mr Nicholson said.

Mr Nicholson and other CMBU leaders said the industrial council would provide the quickest and best way of dealing with the pay dispute.

The CMBU's demands were

- (a) A four-notch rise to restore the workers' purchasing power to its level of July 1976

- (b) A holiday leave bonus amounting to 10 percent of the salary of married workers and workers aged more than 21, or 5 percent of the salary of single or younger workers.

- (c) Overtime pay rated a 1.5 times the normal rate of pay.

- (d) An updating of the stand-by allowance to the value as at last review.

THE WORKERS FM 14/7/78
YCW gets knocked (134)

SA certainly is a land of contrasts. On the one hand, the Wiehahn Commission is examining labour legislation and may recommend significant changes in labour law. On the other, government has launched yet another crackdown on a seemingly moderate worker-oriented organisation.

The organisation, Young Christian Workers, has had seven organisers and 14 group members detained since May 23, in what looks like another attempt to stifle the growth of an independent black

Financial Mail July 14 1978

union movement.

Hardest hit area has been the OFS, where YCW groups have been operating for a year only. In Port Elizabeth, Dennis Mumbles, an ex-YCW man involved in the East Cape trade union movement, was detained and his house searched for YCW documents. Few of the detainees have been released, and the Catholic Bishops' Conference has sent a strongly worded protest to the Prime Minister.

YCW was started by a Catholic priest in Belgium 60 years ago, as a movement for young people entering the workplace. It aims to apply Christian ethics to everyday situations in SA that has come to mean the workplace. About 50 groups are in operation in SA. While the movement is non-racial, most SA members are black.

YCW's activities could hardly be labelled radical. Chaplain Gerard de Fleuriot describes YCW as "watchdogs for the labour inspector." Much of its activity involves seeing to it that labour legislation is enforced.

"YCW members encourage their fellow workers to take a stand against abuses in the workplace — people not receiving UIF contributions, women coerced into working evening overtime, and sub-standard working conditions. In such situations we may write to the labour department or the minister — who has actually acted on a complaint of ours in the past," says de Fleuriot.

Why the crackdown then? Possibly government is concerned about the influence bodies like YCW might have on the growth of the black trade unions.

YCW itself is not a trade union. But some of its members have been involved in setting up the black unions which came into being in the early 1970s and the organisation's alumni have had no small effect on the union movement.

10/19/78
Trade union hopes higher

Finance Reporter

STEPS which could lead to the recognition of a trade union by the Glacier Bearings company of Pinetown were discussed with a union official this week.

At a meeting with Junerose Nala, general secretary of the Metal and Allied Workers Union, Bill Richards, managing director of Glacier Bearings outlined such steps.

These include documentation similar to that required for a union which is seeking recognition under present statutes, acknowledgement that it does and will continue to work within the law, non-involvement in political activity at the company and agreement to conform to the constitution of the company's industrial relations committee.

High among these requirements will be proof that "a substantial majority of a meaningful work group at Glacier Bearings supports the application".

"We will, of course, need proof of significant membership and a copy of the union constitution. We have asked for a constitution for some time and I am pleased to say we have now received a written reply which seems to indicate that it will be provided," said Richards.

"Glacier Bearings naturally accepts the need for worker representation. If this is to be through a trade union, clearly Glacier must satisfy itself as to the bona fides and degree of representation of any union making application."

ent village, TSOLO.
ploughed with hired
ze production. The
39 Westcott also
thing. Westcott also
little while very few
9.
means that at most
his is rare. Like-
Sometimes mules
ows are used as
a span for ploughing.
y that at most 21%
d six or less.
of the families owned
milies or workers

38. Personal communication from
39. Westcott (op.cit.), pp. 13,
40. Ibid., Table 2.

tractors.
40
result was that the overwhelming
found that the lack of cattle we
families had sufficient cattle.
Thus most families had very little
34% of the families had sufficient
wise 2 oxen are usually employed
and donkeys are used in combination
well when the family does not have
Usually 6 oxen are used for ploughing
of the families had enough of the
Looking at these results in a different
The maximum number owned by any family
two or less head of cattle and all
with rural ties had no cattle while
It demonstrates that slightly more

Number of Cattle	to and of cattle
25	
20	
16	
14	
12	
10	
8	
6	
4	
2	
1	
0	

TABLE 16 Distribution of Cattle Ownership

24/9/78
Trade unions link up

0.1 Introduction

What do African workers do they try to resist

African and 'Coloured' workers have? How much do they try to effect their wages

DURBAN — A new non-racial trade union federation, representing more than 60 000 workers, is to be established in South Africa.

These are some of the questions that were discussed at a weekend meeting in Cape Town and that a final draft constitution for a new federation of trade unions.

with employment conditions on the Peninsula.¹ The findings of a survey that is similar to one on industrial relations conducted in 1975

Two hundred and eleven interviews were conducted during the period from November 1975 to February 1976. The findings of the survey have arisen and the list of workers at their place of work were employed to conduct interviews in Guguletu as well as in "Dutch Location".

An interview schedule, based on a pilot survey completed a few months earlier, was prepared and a stratified sample chosen. The stratification was based on each type of living quarters;² and within each type a certain number of houses, rooms or beds, whichever applicable, was systematically selected.³ Most interviews were conducted in Xhosa and lasted about two hours. There were few refusals and a wide variety of reasons was given for refusing. A systematic method of replacing refusals was also

Groundwork for the new organisation was laid at a weekend meeting when representatives of 12 trade unions agreed on a final draft constitution for a new federation of trade unions.

The trade unions represented at the meeting were the Metal and Allied Workers' Union, Transport and General Workers' Union, National Union of Textile Workers, Chemical Workers, Industrial Union, National Union of Motor Assembly and Rubber Workers' Union (registered trade union), United Automobile and Rubber Workers' Union, Chemical and General Workers' Union, Eastern Cape Sweet, Food and Allied Workers' Union (registered union), Western Province Motor Assembly Workers' Union (registered union), Paper, Wood and Allied Workers' Union, Glass and Allied Workers' Union and Engineering and Allied Workers' Union. — SAPA.

re their grievances at work and how class solidarity exists between homeland ties do African workers their families own? How do these

have asked African workers in this paper. Twenty years have

Horst was last conducted dealing in labour force in the Cape

this paper are from a recent

study, but places greater emphasis the rural situation of urban workers.

interviewed during the period from of the suspicions that could have been imposed by interviewing ment's eye, two African men the townships of Langa and nts of Crossroads and KTC

1. Sheila T. Van der Horst (1964); the field work was carried out over the years 1955 to 1957.
2. The living quarters were divided into the following types:
Guguletu : Residential area (permanent residents only); Barracks (BAD); Employers' Barracks; Section 3 near Klipfontein Road (residential area for migrant labourers only); KTC ("Dutch Location", squatters).
Langa : Residential area (permanent residents only); Old Flats; New Flats; Main Barracks; North Barracks; Zones; Special Bachelor Quarters.
3. Even though systematic sampling was employed this did not introduce a bias into the sampling because the population was not systematically distributed. See C.A. Moser and G. Kalton, Survey Methods in Social Investigation (Heinemann, 1971), p.83.

New trade

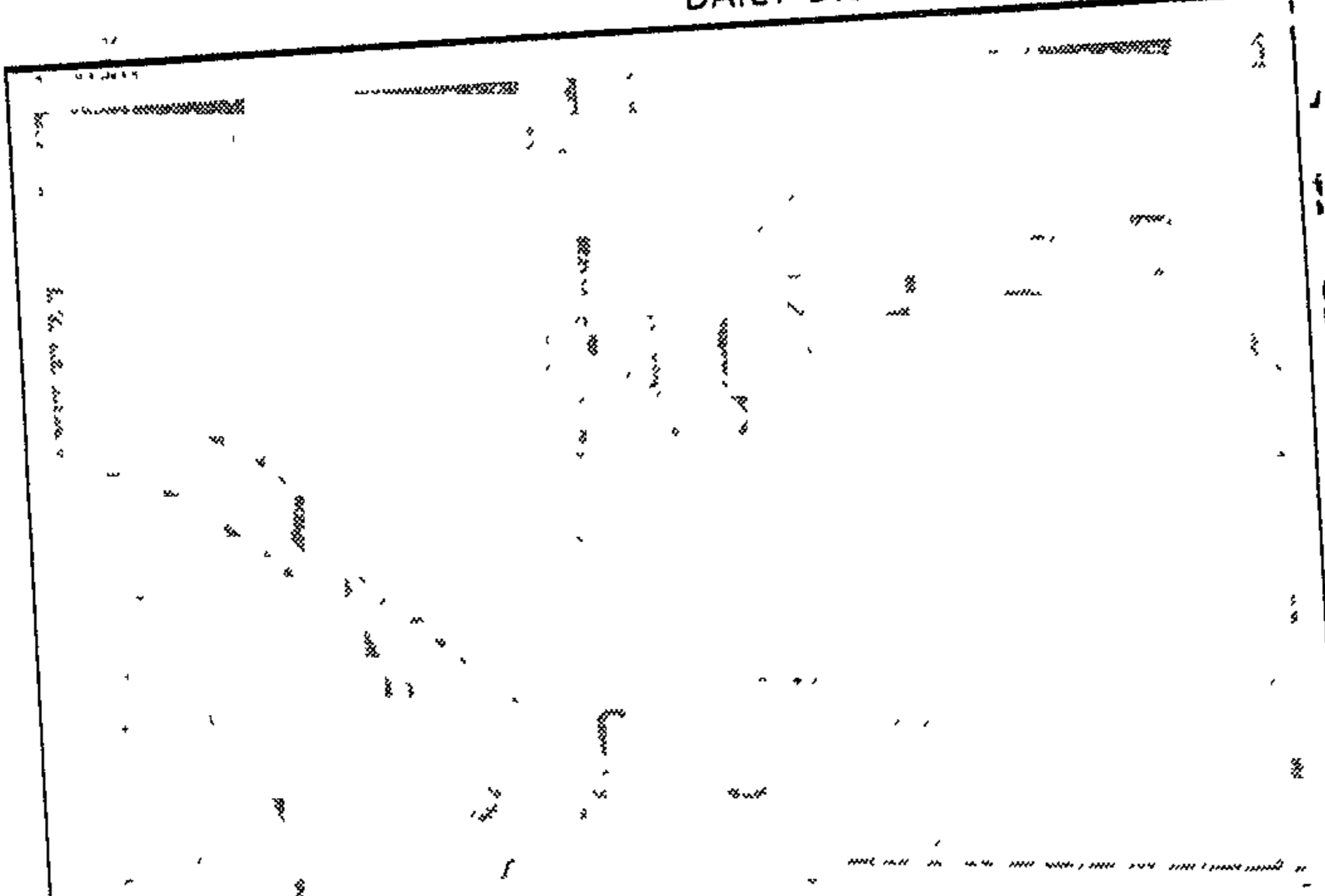
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federation

DURBAN — A new non-racial trade union federation, representing more than 60 000 workers, is to be established in South Africa.

Groundwork for the new organisation was laid at a meeting here when representatives of 12 trade unions agreed on a final draft constitution for a new federation of trade unions.

The trade unions represented at the meeting were the Metal and Allied Workers' Union, Transport and General Workers' Union, National Union of Textile Workers, Chemical Workers' Industrial Union, National Union of Motor Assembly and Rubber Workers' Union (registered trade union), United Automobile and Rubber Workers' Union, Chemical and General Workers' Union, Eastern Cape Sweet, Food and Allied Workers' Union (registered union), Western Province Motor Assembly Workers' Union (registered union), Paper, Wood and Allied Workers' Union, Glass and Allied Workers' Union and Engineering and Allied Workers' Union — Capa



UDC teller, Mr Enoch Mngozemulu, uses the new Mohawk Series 21 computer keystation to look up a depositor's current balance.

Banking for factory workers

JOHANNESBURG — For thousands of black factory workers, Friday night is more like Friday nightmare

Assuming you get your wages home without being mugged and there's something left after basic necessities are purchased, what do you do with it?

For a large number of factory workers on the East Rand, these problems are over Standard Bank's new subsidiary, UDC Bank, have introduced a factory bank branch at E C Lennings in

Boksburg

Every week deductions are made from E C Lennings and other factory workers' pay packets, and the amount (which can be as low as R1 and as high as the worker wishes) is paid into the bank where it earns 8% p a

Previously they had no access to banking facilities because of hours of work and the factory's distance from town

The bank was opened partly as a social service to the factory community, but with the introduction

of the MDS computer it has become cost effective. Development officer, Mr Johannes Molapo says, "People are quite impressed with the new service."

A 400% increase in volumes has led the UDC Bank to install an MDS 21/40 distributed processing system at the factory bank branch. The system consists of a processor controlling two screens, one at each teller's counter. By keying in the depositor's account number, his whole record (stored on disc by the system) is displayed

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Strike union plans boycott

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By RIAAN DE VILLIERS
Labour Correspondent

THE NATIONAL Union of Motor Assembly and Rubber Workers is to launch a boycott of all products of Eveready SA, which has sacked more than 200 union members who went on strike at its plant in Port Elizabeth.

This was disclosed by a

union spokesman yesterday after a meeting said to have been attended by 220 of the women who went on strike over the firm's refusal to negotiate employment conditions with the union.

The union will also go ahead with requests to two international trade union organisations for "solidarity action" at Eveready plants

where they have members

The organisations are the International Metalworkers' Federation, with 15-million members, and the International Federation of Chemical and Energy Workers' Unions, with eight million members.

IAN HOBBS reports from London that the Berwick group, the British parent company of Eveready SA, says it wants a genuinely multi-racial union to represent its South African employees.

Mr Lawrence Orchard, Berwick's chairman and chief executive, said yesterday. "What we would welcome most is a multi-racial union. We do not like segregated unions.

"We are waiting for the results of the Wiehahn commission and hope this development will be possible.

PE union calls for boycott

PORT ELIZABETH — Unionists here have decided to boycott Eveready products over sackings of women who went on strike for better pay and work conditions

The decision was taken at a meeting of the National Union of Motor Assembly and Rubber Workers, attended by 2 000 people.

Mr Freddie Saults, secretary of the union, told the meeting he had received telegrams of support in the dispute with the battery manufacturing company from America, France, Belgium, Canada as well as South Africa.

The Geneva-based International Metalworkers' Federation had written to Eveready, calling for negotiation of the dispute which

led to the sacking of 230 women at the end of last month, he said.

The meeting voted to demand from shop owners that they remove Eveready products from their shelves. They threatened to boycott retailers refusing to do so — SAPA.