

# Industrial Relations

Worker's Organ. — GENERAL

1982

JAN. — DEC,



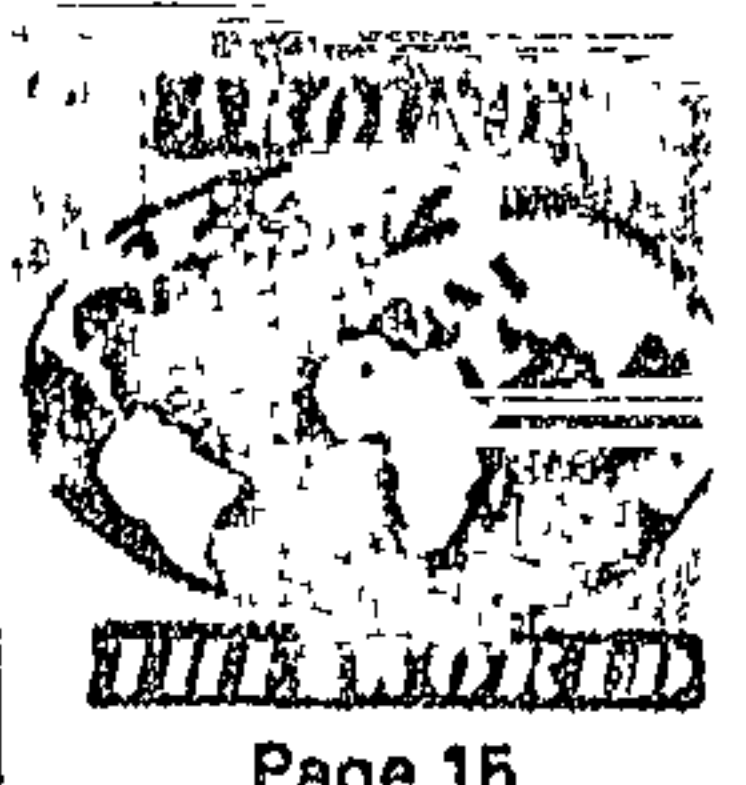
Page 9



More cases of cholera Page 2



'SELL THE BUS SERVICE' Page 2



Page 15

# Teachers a in economic

Jan 1982

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ORAVE

## Mercury Reporter

ONE hundred and forty Natal teachers have been retrenched by the provincial authorities in an effort to balance the education budget.

This was disclosed to the Mercury yesterday by a spokesman for the Natal Teachers' Society, who said that most of those concerned were married women

The retrenchments follow a warning from Mr Ray Haslam, MEC in charge of education, that the crunch was coming for free white education in Natal, and that the number of teachers probably would have to be cut down to reduce the Province's financial commitment to education

The spokesman for the Natal Teachers' Society said the teachers had not been sacked. The Province had decided not to re-employ people who were on annually renewable contract to the department

Salaries comprised 78 percent of the provincial education budget, and this was the obvious place to start cutting costs, he said. It was 'absolutely inevitable' that more teachers would be retrenched in the future.

Natal had the most favorable teacher pupil ratio of all the provinces (about 20:1), and was being 'pushed' by certain senior education officials to let some of its teachers go

The spokesman said the society supported the Mr Haslam's view that parents would have to carry a much larger share of the cost of educating their children in the years to come

The cost to parents in the past had been minimal, and this clearly would have to change

He pointed out that in KwaZulu, black parents had to foot the bill for 50 percent of the cost of classrooms, something which whites had not yet had to do

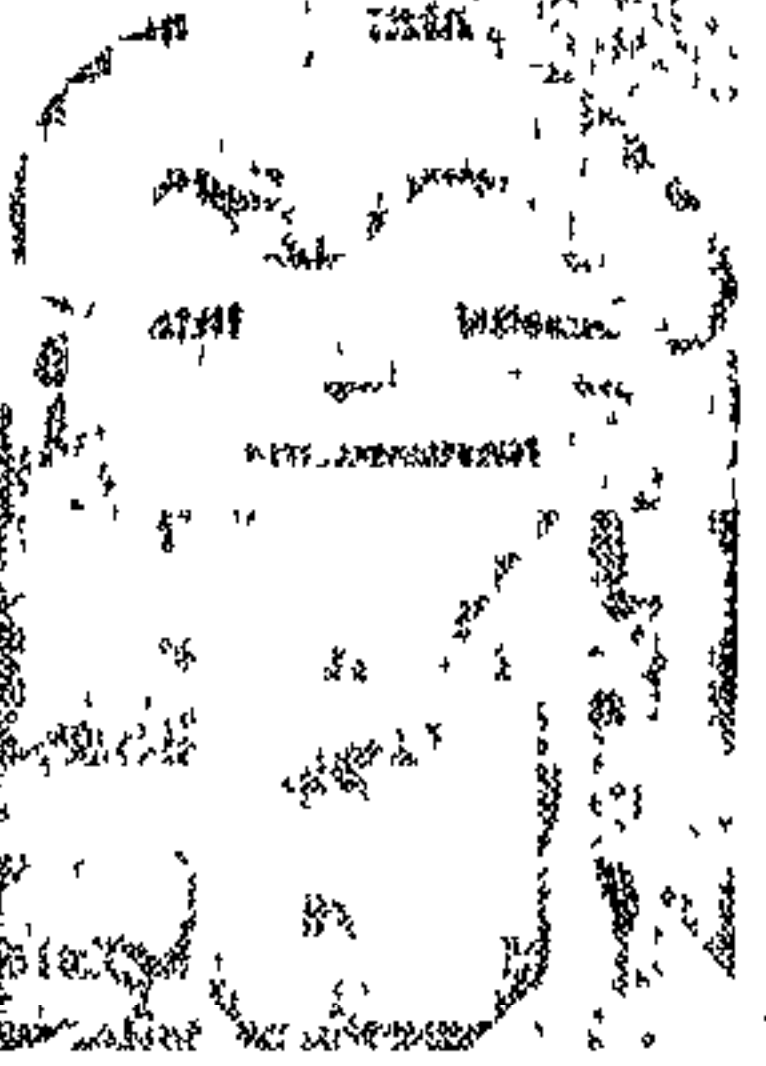


GOOD OPPORTUNITY FOR YOU TO GIVE UP DRINKING DRINK TWICE THE AMOUNT

## SAAF chopper crew killed in operation

Mercury Correspondent JOHANNESBURG Three members of the South African Air Force were killed in a helicopter operation against terrorists in the operational area on Tuesday, the South African Defence Force disclosed yesterday.

They were Capt John Allan Robinson, 27, the pilot, Lt Michael John Earp, 3, co-pilot, and Sgt Kenneth



## Scene set for S A, Seychelles co-operation

Mercury Correspondent

JOHANNESBURG—The scene was set yesterday for direct co-operation between the Seychelles and South Africa to bring 'Mad Mike' Hoare's mercenaries to justice for their alleged roles in the abortive coup and subsequent alleged Boeing hijack

In a major diplomatic breakthrough, Seychelloise President Albert René signalled he was prepared to assist South African legal authorities in the prosecution of the mercenaries alleged to have attempted his overthrow on November 25

Commissioner of Police James Pillay invited Natal Attorney General Cecil Rees to liaise directly with the Seychelles Attorney-General to discuss the possibility of swapping evidence and even witnesses

And Mr Rees said that this was a 'most welcome development' which he would follow up.

Mr Rees is expected to pursue the possibility of on the spot negotiations in the Seychelles. It is also understood that he will seek an early meeting with the cap-

## Indian boy told 'You'



MRS Dear



# A year of turbulence

ARGUS 31/12/82

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~~133~~

The Argus Labour Reporter, PIPPA GREEN, reviews the issues that marked the labour scene in South Africa in 1982.

THE YEAR 1982 was a turbulent one for labour, characterised by strikes, retrenchments and detention of trade unionists

One of the most pressing labour issues affecting both union and non-union workers was the loss of several thousand jobs

Trade unions have been hard-pressed to protect their members and the current recession has tested them sorely

## Unemployed

A University of Cape Town researcher, Mr Charles Simpkins, estimates there were more than two million unemployed in South Africa at the end of last year. Since then there have been retrenchments all over the country.

More than 3 000 workers have been laid off in the motor industry, more than 7 000 in the textile industry and thousands more in the steel and engineering industries.

A number of motor and metal firms have put workers on a four-day week and stopped all overtime — often at the instigation of trade unions.

## Procedures

Various unions, including the Metal and Allied Workers' Union in the Transvaal, the Cape Town-based General Workers' Union (GWU) and the National Automobile and Allied Workers' Union (Naawu) have devised retrenchment procedures to protect workers from the worst effects of the recession.

Recognition of trade unions and pay disputes precipitated countrywide strikes.

## Dock dispute

In July, more than 10 000 motor workers at Ford, General Motors and Volkswagen in the Eastern Cape came out on strike after a deadlock over wages between

the employers and Naawu.

The Port Elizabeth dockland was the scene of a major recognition dispute between South African Transport Services (SATS) dockers, who joined the GWU, and their employers, who refused to open discussions with the workers' committee.

SATS said they would not deal with "outside" unions.

The conflict, which has still to be resolved, resulted in 400 dockers being dismissed after a go-slow and another 450 coming out on strike.

## Agreement

Meanwhile the GWU has gained support and recently the union and committees representing stevedores in Cape Town, Durban, Port Elizabeth and East London negotiated a wage agreement with South African Stevedores Ltd, the first of its kind for an unregistered union.

Major work stoppages included the mine-workers' strike in the Transvaal which led to tens of thousands of workers being dismissed. Ten men were killed in disturbances following a strike over dissatisfaction with wage increases.

## Detentions

The East Rand metal industry was also hit by a wave of strikes earlier this year when a total of about 10 000 workers downed tools in the space of a few weeks over pay and retrenchments.

A crucial issue in labour circles has been the

detention of trade unionists.

The death in detention of Dr Neil Aggett, Transvaal secretary of the African Food and Canning Workers' Union, provoked the anger of trade unionists and a half-hour protest work stoppage was supported by 85 000 workers.

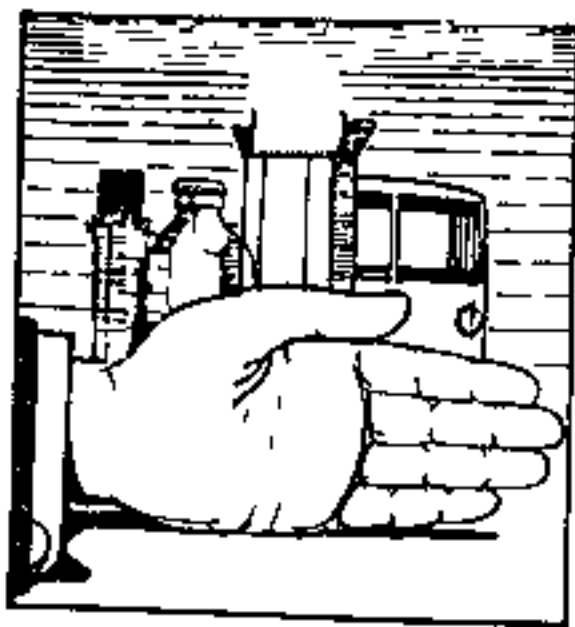




# Turn of the screw

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Believe it or not, but most businessmen are ordinary mortals, given to the same hopes and fears as the rest of us. They trust what they know and fear what they don't. Just at present, consumer

products for which substitutes are easily available, and are in generally competitive markets.

But that does not mean that others are immune. Far from it. Take Putco's experience back in the Fifties. In some areas it provides what might have been thought to be the only means of transport.

Yet at that time Shanks's pony emerged as a substitute and a three-month bus boycott by blacks enraged over a fare increase cost Putco £250 000. This dispute was resolved only when the Johannesburg Chamber of Commerce stepped in with a £25 000/year passenger subsidy. It was a clear victory for consumers.

Putco was hit again in 1975 when Kwa-Thema residents refused to pay higher fares and demanded additional benefits. The boycott, which lasted just under two months, was halted when the bus company met some of the requests of commuters. The fare increase was, however, maintained.

A Putco spokesman claims that one of the main reasons for the company coming in for criticism and facing boycotts is commuter discontent, which is often linked to other social and political issues. He lists low wages and distance from work as two major grievances.

He notes that as transport is an essential service, it is difficult for commuters to boycott bus companies on any long-term basis. He nevertheless admits that the company is vulnerable in that it could face pressure from disenchanted businesses, inconvenienced by late arrivals and worker stay-aways.

Cape Town-based City Tramways has also come under the boycott whip. In 1980, blacks boycotted the company's services, say community groups, quite successfully. City Tramways refused to comment, claiming that it was not company policy to discuss boycotts. The company, it seems, believes that an admission of vulnerability could invite further action.

Also part of the consumer spectrum is the Housewives League. It has, however, tended to flex rather than use its muscle and has called for only two boycotts — one of dairy products, the other of red meat.

The dairy boycott was resolved at a general meeting which included manufacturers, producers and retailers, but the red meat "token boycott" continues. The league, which has asked consumers to limit

meat use to two days a week, did not identify itself with the 1980 meat boycott associated with the General Workers Union, because it wishes to remain "apolitical".

But boycotts also pose problems for unions. Convincing consumers to withhold their rand takes time and organisation. The additional commitments can deflect the unions' energy, argues industrial relations consultant Andrew Levy.

If they pick the wrong companies to boycott and lose, they can undermine the value of the boycott.

A further problem, says Levy, is that once boycotts have gained momentum they take on a life of their own and are difficult to stop. Also, they incorporate community groups who come to believe they have a stake in the settlement.

A trade unionist adds that boycotts must be carefully managed. "They must not be called until the organisational infrastructure has been set up."

"Boycotts must also relate to immediate issues with which community groups can identify if they are to be successful." Further, he argues that the economic weapon must not be overdone and used at every turn.

Unionists and community groups agree, the recent boycott which brought the international soccer tour underwritten by SA Breweries to a halt was one of the most successful to date. The reasons, they claim, were the immediacy of the issue, the short-term nature of the boycott and good organisation.

Also important in any boycott is the role played by third parties. Black retail outlets have on a number of occasions expressed support and stopped stocking the boycotted product. This happened with the Monis & Fattis dispute, the red meat boycott and the Wilson-Rowntree and SA Bottling Company conflict.

Peter Moni, who handled the boycott for Monis & Fattis — one of the first companies to be confronted with a major boycott — claims that the company lost its entire bread sales in the black market, mainly because of retail outlets' refusal to carry the product. But, he notes, other areas of the company's operations were left relatively untouched.

In the period February to July 1979, Monis & Fattis reported profits half those of the corresponding period in 1978. Moni says, however, that for most of the trading peri-

boycotts figure rather prominently in the latter category.

That is not to suggest that businessmen won't adapt to counter them if they become more frequent, as appears likely in SA. Indeed, businessmen are usually more adept at rapid adaptation than most sections of the community.

Broadly speaking, they learn early, and quickly, that constantly changing market characteristics are ignored at some cost. When it comes to changing social and political values, they may be a bit slower. But by and large the survivors are those who keep their ears close to the ground and communication lines open.

Both consumerism and consumer boycotts — if they are divisible — are relatively new to this country as an economic phenomenon. They are, moreover, easily exploitable in the social context of this country for aims that have little to do with economic gain.

They can be fanned quickly into an emotive wall of prejudice, involving not only trade unions and organised consumer groups, but students, churches and welfare organisations. In the Monis & Fattis boycott, the company actually found about 20 hostile community organisations ranged against it.

Not only is their initial impact hard to measure, but the commercial consequences can linger on long after there has been an equitable settlement. Says OK Bazaars' tough MD, Meyer Kahn: "No one needs a boycott, on that you can take poison."

Recently he adroitly averted boycott action against his chain, believing it would have had a major impact on staff morale and corporate image.

The impact on sales, he believes, may be overstated. In fact, on certain essential lines it may be minimal. But, he warns, "we stock 6 000 different lines. It is easy enough to switch if the need arises."

In theory, companies most vulnerable to boycotts are those that have high-profile national brands, international connections,



## Fattis & Monis



**ANGIWADLI AMASWIDI  
AKWA  
WILSON-ROWNTREE**

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University





**Boycotts .. first the buses,**

od the boycott was not in force. The implication is that other factors contributed to the profits fall.

White retail chains were also drawn into the Monis & Fattis conflict. Student supporters climbed on the boycott bandwagon and took the cause into the supermarkets. Stickers were placed on Fattis' products and trolleys were piled with the company's goods and left standing in aisles, or abandoned at checkouts.

This caused concern to both the company and the retailers. They feared that it would have a negative effect on both chain store customers and staff.

Retailer Gordon Utian, MD of Checkers, says that the retailer's task is to ensure the consumer's needs are met. "The consumer decides whether or not to boycott a product. Decisions to stock a product are made

**SUPPORT DISMISSED  
ROWNTREE WORKERS**



**.. then the sweets**

for business reasons. If it does not sell, it will be discontinued.'

In Utian's view the most damaging aspect of a boycott is the inconvenience suffered by customers.

Probably the longest running consumer boycott is that involving sweet manufacturer Wilson-Rowntree. It has been going on for about 18 months and has had interna-

tional repercussions.

It grew out of the suspension of three operatives who refused to work certain machines. Soon 500 workers were on strike and the dispute was turned into a union recognition one.

A single suspension was adroitly escalated and exploited for social and political purposes. Wilson-Rowntree management claims not to know the real reason and is pleased to believe it has had little or no impact on the business.

The union involved claims there has been a production cutback and points to what it believes is the company's aggressive advertising campaign. Says MD Peter Preston: "That is totally devoid of truth. We currently enjoy record production output, sales and profits and our auditors will confirm this if you still have doubts."

His competitors claim that the sweets market is buoyant anyway and the impact on Wilson-Rowntree should be judged on what capacity it would have installed had there been no boycott.

Only time will tell what the outcome and consequences will be. But the dispute has become so deeply rooted that neither side can easily back off. Even if the boycott eventually fizzles out, Wilson-Rowntree will remain the text book example of the bad guys, no matter how justifiable its initial action may have been.

Clearly, businessmen have reason to act swiftly to avoid consumer boycotts. Where they are unavoidable, the aim should be to keep the dispute visibly in the economic sphere with communication lines open.

Boycotters will aim increasingly to hold the company to ransom for social ills beyond its ability to rectify. If they can make that stick in the public mind, the company will have lost and will eventually pay a heavy cost. It is a challenge of communication that has to be met four square.



# Unions used politically, says Cillié

2. Post 1/9/82  
Post Reporter

THE trade union movement was being used as a political platform and this was the root of the present labour unrest

This was the opinion of the Mayor of Port Elizabeth, Mr H van Zyl Cillié, who was addressing the annual dinner of the South African Institute of Chartered Secretaries and Administrators, in the city last night

Mr Cillié said the labour reforms introduced in South Africa evoked expectations of the creation of political outlets and without the necessary political outlets, the unions would continue to be used for political purposes

It was vital for entrepreneurs to accept the fact that discrimination stood in the way of South Africa achieving its full economic potential

He said discrimination was a vexed and complicated question requiring action from the authorities and private enterprise

There were not enough whites, coloureds and Asians to meet the demand for skilled labour and immigration provided only short-term relief

"We must, therefore, lead the black man from his Third World environment into our sophisticated First World, by introducing him as rapidly as possible to our institutions, our way of life"

He said this could be achieved by introducing

- Equal educational standards,
- Extended training facilities for all,
- Access for all to tertiary educational institutions,
- Equal pay for equal work,
- Entry for all to all facets of free enterprise,
- Assisted housing for all, and
- Constitutional adjustments to meet the just political aspirations of all

# Labour disputes: New Bill

Argus Correspondent

JOHANNESBURG. — Far-reaching proposals aimed at resolving labour disputes were published in today's Government Gazette. They are intended to streamline mediation and arbitration

The significant proposed amendments to the Labour Relations Bill are

● Allowing unregistered trade unions and employer bodies access to machinery to settle disputes

● The Minister would have the authority after consultation with involved parties to appoint a mediator to arbitrate in a dispute

● The Minister could establish conciliation boards to resolve a dispute if he thought a speedy settlement was in the national interest

The Draft Labour Relations Amendment Bill, 1982, is published for comment

Trade unions see the amendments as a positive response by the department to labour unrest

## "SCOPE"

At present, a registered union must apply for an extension of scope if it wishes to organise members in any area outside the bounds defined in its registration certificate

Under the new scheme, unions would have to prove representivity of workers in an area

The scope issue has been a sore one for affiliates of the Federation of SA Trade Unions (Fosatu), because appeals for the appointment of a board to mediate have been turned down on the basis that the unions did not have the extended scope to organise in certain regions

A Fosatu spokesman said: "The Government appears to have been responsive to the kind of problems our unions have faced, and we hope they are moving away from the formalities imposed in the registration system"

## RESISTANCE

However, there is likely to be some resistance to the proposals from unregistered unions

Largely black unregistered unions have been critical of any involvement in Government-created institutions, rejecting outside arbitration and preferring collective bargaining on the shop floor.

Under the proposed amendments, an unregistered union would have to prove more than 50 percent membership of workers at a plant to establish representivity to be able to apply for a conciliation board.



# 'ab' Moscow

as cucumber and restaurants had ly. If you arrived simply did not food advertised "enu" men's committee outings to the opera, and ballet delegates also visi-

ted Leningrad, Russia's cultural capital, and many hospitals

Professor Brink said the medical service was broad but basic. The general level of their medical service was not high

"Their equipment, facilities and training are not

as good as ours," he said

Their training of doctors differs from training in South Africa.

Professor Brink, said besides doctors with six years' training, there were 'felshars' who had three years' training at a "secondary medical institute" after only eight years at a school

These "felshars" provide basic medical services and are allowed to practice

# No union accord on federation

ARGUS 6/7/82 (134) (135) (136) (137) (138) (139) (140) (141) (142) (143) (144) (145) (146) (147) (148) (149) (150) (151) (152) (153) (154) (155) (156) (157) (158) (159) (160) (161) (162) (163) (164) (165) (166) (167) (168) (169) (170) (171) (172) (173) (174) (175) (176) (177) (178) (179) (180) (181) (182) (183) (184) (185) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200)

Labour Reporter

INDEPENDENT trade unions have decided that there is "no basis" for the formation of a federation representing all of them "at this stage".

A meeting was held in Port Elizabeth at the weekend at which 14 trade unions and union groupings debated the question of a federation

The matter had arisen at a meeting held in Johannesburg in April

Mr Jan Theron, the chairman of the meeting, said in a statement it had been decided there was no basis for the formation of a federation 'at this stage'

No further meeting was planned

### COUNCIL

The unions represented at the meeting were the Federation of South African Trade Unions, the General Workers' Union, the Council of Unions of South Africa, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the Orange Vaal General Workers' Union, the Motor Assembly Components Workers' Union of South Africa, the General Workers' Union of South Africa, the South African Allied Workers' Union, the Black Municipal Workers' Union, the South African Transport and Allied Workers' Union, the General and Allied Workers' Union and the Media Workers' Association of South Africa

# Ghana's judges 'go on strike'

ACCRA. — Ghanaian judges decided today to withdraw their services in protest at the 'callous and coldblooded' murder of three colleagues, the Ghana News Agency said

A statement issued after an emergency meeting chaired by Chief Justice Fred Apaloo said the judges had failed to find any discoverable motive for the murders and that the victims had performed their duties in accordance with their judicial oaths and in the manner expected by right-thinking Ghanaians.

### "IMPOSSIBLE"

The statement added that Ghana's Head of State, Flight Lieutenant Jerry Rawlings, who has ordered a special inquiry into the murders, had advised the judges to continue to discharge their duties undaunted

Last Saturday the bullet-riddled and partly burnt bodies of three High Court judges were found on the Accra Plains, along with that of the personnel director of the Ghana Industrial Holding Corporation — Sapa-Reuter



Cynthia Balmiyanga and three young children of the more 200 squatters who spent last night outside the grounds of Holy Cross Church with hardly any shelter. Their eviction from the churchyard where they have been staying for the past months, comes as a direct result of the delay by the Department of Co-operation and Development in deciding whether to grant them legal status in the Western Cape. (Report Page 1).

# Editor quits new paper

Argus Bureau

DN — The editor of the Mail on Sunday — its first new Sunday paper — has resigned after 10 weeks.

The departure of Mr David Shrimpsley has speculation that could be a chain

reaction of executive changes in Fleet Street

The Mail on Sunday, launched with a R6-million publicity campaign, has failed to reach its target circulation of 1.2-million copies. It is believed to be selling about 850 000

The chairman of Associated Newspapers, Lord Rothermere, has

announced that the editor of the Daily Mail, Sir David English, will now also edit the Mail on Sunday

Sir David spent most of yesterday afternoon in a meeting with Associated Newspapers executives, fuelling speculation that there may be a string of executive changes in the

# Immunisation

Argus Africa News Service

NAIROBI — Kenya has launched a large-scale immunisation campaign against polio. The target is to immunise 100 000 children against the crippling disease.



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# Unions raise hopes for greater unity

There was a marked softening of attitudes by some key "independent" unions at the inter-union conference at the weekend — raising hopes for greater unity. Drew Forrest reports.

Wilgespruit's Fellowship Centre was an aptly named venue for the crucial conference held there last weekend

For it was at the centre that trade unionists from all over the country met in a bid to strengthen ties between chronically factious emerging black and non-racial labour organisations

The "unity conference," attended by delegates from 15 unions and union federations representing at least 150 000 workers, was the sequel to last year's ground-breaking inter-union summit in Cape Town

That summit brought together often-warring unions loosely bound by their recent emergence and a shared suspicion of the State and the established labour movement and industrial relations structures — a mighty feat

But other than setting up inter-union "solidarity committees" in three centres — they have met sporadically on specific issues — the summit achieved unity of a largely symbolic kind

Subsequent events have brought home the need and potential of a closer working relationship

Detentions and banings have decimated the leadership of several unregistered unions, a unionist has died in detention and a nationwide work-stoppage was staged by the emerging unions in his honour

The mood at the Wilgespruit meeting was, by all accounts, very different from that of its forerunner. The Press was excluded but sources say the proceedings were more subdued and conciliatory

They say there was

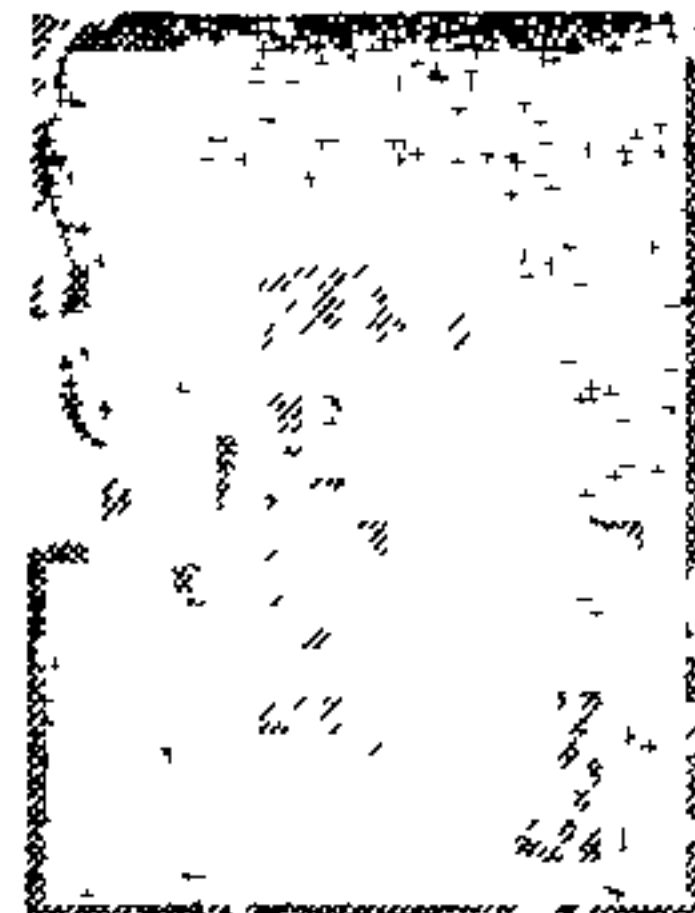
less hostility towards the Federation of SA Trade Unions (Fosatu), whose delegates were last year pilloried on a range of issues, including their stance on union registration and a perceived unwillingness to join community struggles

For the key General Workers Union (GWU) and the Food and Canning Workers Union (FCWU), the story goes, former divisive issues such as registration and industrial councils seemed no longer a necessary bar to closer unity

General unions like the GWU and the SA Allied Workers Union (Saawu) apparently indicated that industrial unionism was no longer a problem for them

And in what seemed an important step forward, a statement released after the summit announced that an inter-union committee would sit within two months to "plan for unity on a more permanent basis after consultation with members"

It was signed by Saawu, the GWU, Fosatu, the Food and Canning Workers Union, the African Food and Canning Workers' Union, the General and Allied Workers' Union, the Media Workers' Asso-



Jan Theron, the Food and Canning Workers Union general secretary, a "conciliatory" chairman at the unity meeting.



Joe Foster, Fosatu general secretary. Fosatu's demands for a "disciplined unity" could be a stumbling block for other unions.

ciation (Western Cape) the Black Municipality Workers' Union, the SA Tin Workers' Union the Cape Town Municipal Workers' Association, the Orange-Vaal General Workers' Union and the National Federation of Workers

But it would be a mistake to underestimate the difficulties ahead

For one union, the unregistered Motor Assemblers and Component Workers' Union (Macwusa) which rocketed to prominence in last year's sympathy strikes in the Port Elizabeth motor industry, registration is still very much an issue

Having spurned closer links with registered unions, Macwusa delegates stalked out of the conference room

The union later announced it would attend further unity talks only if all participants rejected registration and the industrial council system "both in theory and in practice"

Many emergent unions, including all but one Fosatu affiliate, have registered with the Government and show no inclination to turn back the clock

It is tempting to dismiss the Macwusa stance as a product of its bitter rivalry with Fosatu's (registered) motor affiliate in Port Elizabeth

But according to the president of the Black Municipality Workers' Union, Mr Joe Mavi, his and other unregistered unions are sym-

pathetic to Macwusa and its proposal mooted at the conference — of a separate unregistered unions federation

Another potential stumbling-block is the form of permanent organisational links between the unions

At its recent national congress, Fosatu came out strongly for what it called "disciplined unity" — one organisation with policies binding on affiliates. For this, it said, it would disband.

But one emergent black union body which could never agree to this is the 45 000-strong Council of Unions of SA (Cusa), which did not attend the meeting

"Top leadership positions in some unions are still occupied by whites," said Cusa general secretary, Mr Piroshaw Camay. "A highly centralised federation could stifle the black union leadership we are committed to fostering"

Although Cusa still favoured solidarity action across unions, and machinery for the settlement of demarcation and other inter-union disputes, it thought the tight federation concept "undemocratic"

Nonetheless, observers were struck by what they saw as a detente between the GWU/Food and Canning grouping and Fosatu

1981 applies to extend scope of registration to include blacks in the Transvaal.



# Trade unions warn on detentions

ARGUS  
11/3/82  
(134) 321

THE independent trade union movement in South Africa has warned the Government that the workers will not 'sit idly by while detentions continue.'

In a statement issued in Cape Town yesterday, 13 independent unions endorsed demands for the unconditional release of all detainees and the scrapping of security laws that permit the continued harassment and detention of trade unionists.

The statement follows a series of solidarity meetings of the unions throughout the country recently.

## WIDESPREAD

The unions noted that the latest wave of detentions was the most widespread and serious attack so far. It had removed the leadership of several unions and had resulted in one death.

Several others were sent to hospitals or placed under psychiatric care.

'We note increased use of security laws by South African and Ciskei authorities and Security Police harassment of trade unions that includes detentions, raids of union offices and so on.'

The unions noted widespread allegations of torture and maltreatment of detainees.

## EXPLANATION

The explanation given by the authorities for the detentions was 'utterly rejected by the unions.'

'We were told there would be a trial early this year in response to the initial outcry at the detentions, yet no such trial has taken place.'

Attempts by the Department of Manpower Utilisation to distance themselves from the State action were also utterly rejected.

The independent unions condemned the Trade Union Council of South Africa (TUCSA) for a statement issued on the day of the funeral of Di Neil Aggett, dissociating themselves from the protests against his death in detention.

## DISGRACE

'Such a statement is a disgrace to any organisation purporting to represent workers and an insult to the workers they claim to represent.'

Their statement represents an attack on unions showing solidarity on the death of a trade unionist.

'It is particularly ominous in view of the fact that the last such attack by TUCSA on trade unions was followed by a wave of hannings of trade unions in 1976.'

Let the Government note that the independent trade unions and the workers are not going to sit idly by while these detentions continue.'

## UNIONS

The following independent unions demanded the unconditional release of all detainees:

- Council of Unions of South Africa (CUSA)
- Federation of South African Trade Unions (Fosatu)
- General Workers' Union (GWU)
- Food and Canning Workers Union (FCWU)
- African Food and Canning Workers Union (AFCWU)
- Commercial and Catering and Allied Workers' Union of South Africa (CCAWUSA)
- Black Municipal Workers' Union
- Media Workers' Association of South Africa (MWASA)
- Cape Town Municipal Workers' Association
- South African Allied Workers' Union (SAAWU)
- Orange Vaal General Workers' Union
- Volontaria Assembly and Community Workers' Union of South Africa (MACWUSA)

# Union registration voluntary says manpower chief

EAST LONDON — The question of trade union registration was not as crucial as it had been made out to be, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Commenting on an issue which has led to much controversy in East London following the growth of unregistered unions, Dr Van der Merwe said "We believe in freedom of choice and the self-governance of trade unions.

"If a trade union does not wish to register for

whatever reason, they are quite free to do so. In terms of the new Labour Relations Act registration remains a voluntary process."

Dr Van der Merwe said the new legislation expressly placed the unregistered and registered unions on the same footing with both having to conform to certain minimum requirements.

"As registration is voluntary and all unions have certain minimum obligations which are essential for the main-

tenance of law and order and the protection of members, then it is not a matter of major concern whether a union is registered or not.

"The obvious advantage of registering is being allowed access into the industrial council, but there are disadvantages to the industrial council system as well. If a union chooses not to register and make use of the industrial council system we must respect their wish."

Asked whether the actions of the state in detain-

ing many officials of the unregistered unions including several from East London did not contradict this standpoint Dr Van der Merwe said "Detentions do not take place in terms of industrial legislation.

"They are outside our area and, while they do have an effect on industrial relations, there is no way that we can interfere."

Dr Van der Merwe said the major priority of the department were the questions of training and productivity — DDR



# In the work stoppage following Neil Aggett's death

ASTORIA, Oct. 2 (AP) — Neil Aggett was being taken to the hospital by a private ambulance on Sunday, Oct. 1, following a fatal fall from a scaffolding at the site of a new building.

Neil Aggett, 39, was taken to the hospital by ambulance on Sunday, Oct. 1, following a fatal fall from a scaffolding at the site of a new building.

It was to be a grateful and disciplinary act, but the fact that the workers had called for a brief stoppage to mourn the death of Neil Aggett was a surprise.

The workers also appeared to want to make a statement — to demonstrate that they were not just a bunch of angry men.

## Response

In this, the reaction to the public response that they have been making for two years.

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Several employees expressed the order, however, in which the protest was conducted and at one time the plant management contacted the relevant union to congratulate it on the way the stoppage was run.

In some plants there were

# A NEW SITUATION IS APPROACHING IN FACTORY FLOORS

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**Effective**  
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sources  
isolated and support for it  
was absolutely minimal  
said Mr Vincent Brett of As-  
soccom "The unions blew it,"  
add a management source

But few employer sources  
are prepared to estimate yet  
how many took part —  
though one says "I wouldn't  
put it at more than 30 000"

The unions tell a different  
story Fosatu estimates that  
more than 52 000 of its mem-  
bers in 83 plants around the  
country took part

### Effective

It says 14 780 workers in 31  
factories took part in Natal,  
25 000 in 23 plants in the East  
Cape, and most of the rest in  
the Transvaal

Mr David Lewis, general  
secretary of the Cape-based  
General Workers Union, says  
4 000-6 000 GWU members  
took part

Mr Jan Theron of the Food  
and Canning Workers Union  
(for which Dr Aggett  
worked), says the stoppage  
was effective at almost all

Workers Union in Natal  
for part of the Re f

There were also stoppages  
at some factories which are  
weakly unionised

Thus Mr Lewis, on behalf  
of the unions says more than  
100 000 took part

Who is right? The stoppage  
is impossible to measure and  
we may never know

It is also clear that some  
claims were made hastily A  
large conglomerate says it  
had no stoppages — two of its  
biggest subsidiaries say they  
did There were one or two  
cases of unions who expected  
stoppages which did not  
occur

But there is some indepen-  
dent evidence In the West  
Cape, a researcher with good  
management contacts says  
"We checked with factories  
where we know there is a  
majority emergent union  
presence They all had  
stoppages"

He adds that this applied to  
the food industry — even in  
country areas — and to en-

... look it didn't

But we look around and  
say — when last did ever  
10 000 workers take part in  
an action like this?

Unions argue that this is  
the first time they attempted  
a stoppage of this sort, that  
they had short notice to or-  
ganise it, that they concen-  
trated only on unionised  
plants and that in the cir-  
cumstances surprising num-  
bers took part

One statistic may illus-  
trate their point A turnout  
of 100 000 is about 2% of the  
entire workforce and would  
hardly be noticed in many  
industries

But it is more than the to-  
tal number who struck  
throughout 1973 — the coun-  
try's biggest strike year for  
decades

In other words, it is trends,  
not total numbers, that are  
important

The protest was also not  
always observed as a full 30-  
minute stoppage In some  
plants, workers agreed to  
work in lost time later, at  
others their unions called  
only a five- or ten-minute  
stoppage

At some, workers simply  
sang freedom songs while  
they worked or wore black  
armbands (although unions  
have excluded them from  
their figures)

This leads a management  
man to say "That's just a  
token stoppage It hardly  
makes much difference to  
management"

... of them from official  
accounts

It may have hidden ef-  
fects in bringing tensions in  
the factories — just as em-  
ployers who took a tough line  
might have to live with hid-  
den tensions which will sur-  
face later

And the message to Pre-  
toria? Not one firm needed  
police to restore order

At volatile plants, like  
those in the Cape motor and  
food industries, they handled  
the event on their own — and  
nothing untoward happened

### Identified

In other words, both sides  
showed that they can keep  
order without the banners of  
union meetings, the arrest of  
workers — or detentions of  
unionists

Ultimately, Thursday's  
events were not a demonstra-  
tion of union power

But in many parts of the  
country, tens of thousands of  
workers — many of whom  
probably did not know Dr Ag-  
gett personally — identified  
in some form with the pro-  
tests at his death and at de-  
tention without trial

Whatever the actual num-  
bers, more of them did so  
than would have been be-  
lieved possible a few months  
ago And, in the main, both  
they and employers saw to it  
that the show of mourning  
went off peacefully

The signs are there Some-  
thing new is abroad in the  
factories



# PSA in ~~Star~~ campaign for better salaries

Star  
2/1/82

134

## Own Correspondent

The public service appears to be gearing itself for a full scale campaign for better salaries for the more than 70 000 Government employees

A number of branch meetings have already been held countrywide, culminating in the executive of the Public Servants' Association agreeing to an extraordinary general meeting at which the salary position will be discussed

This will be only the second such meeting in the PSA's 60-year history and will be held in Pretoria in mid-January

The latest issue of The Public Servant, magazine of the PSA, devotes considerable space, including two editorials, to the question of improved salaries, pensions and benefits

In an editorial on the future of the service it is stated that much has been written and said about the service in recent months not because it has become more important, but because of concern over deterioration and its economic, social, political and strategic effects on the country

The editorial said the main reason for the shortage of manpower in the service was that salaries had lagged not only far behind the inflation rate but also behind those of other State institutions and the private sector

It said the current "defeatist attitude" had to make way for a new philosophy in which the emphasis had to fall on the importance of State administration for the creation of the necessary infrastructure for development, economic growth and the deployment of constitutional-political policy

"It is true that one cannot live by bread alone but it is also true that one cannot live without bread — and this is beginning to happen in the public service, especially in the lower ranks which form the basis of all administrative and professional activity," the editorial said

In other articles the PSA expressed concern at the growing number of applications for financial aid because of delays in pension payments on death or retirement. These it says, are a result of staff shortages



134  
 11/1/82  
 Talks on public service  
 salary crisis tonight

By GERALD REILLY

THE Government risks chaos in some State departments if it ignores demands expected to be made after tonight's meeting of the Public Servants' Association executive in Pretoria, according to senior Government workers.

A major source of the anger simmering among the 70 000 State department workers is that during the two years of unprecedented boom conditions, when huge increases were given in the private sector, they were given "token" increases.

Last year's increase of 12% was rejected by the PSA as totally unacceptable

The warning given then that efficiency in the service would plunge, and that breakdowns in some State services were imminent, has been shown to be well-founded

Root causes of discontent are

- Inadequate pay levels
- The perks tax threat to what public servants claim is their only fringe benefit — subsidised housing loans
- An excessive work load because of the huge 20 000 staff shortage

Public servants say in the good times they are told they cannot be given big rises because this would swell the money supply, and in the bad times that Government spending must be curbed because of inflation and other economic dangers

According to Government sources the Cabinet is aware of the threat to efficiency and knows the remedies, but because of the huge costs is not prepared to apply them

For instance, giving workers a 20% increase, giving working less than they are demanding, would cost the Government about R400-million a year

The Government claims the high degree of security in the public service, generous medical benefits, generous pensions and a big end-of-service gratuity should be incentive enough to attract staff and limit resignations

Response

However, senior Government workers say this might have been so 30 years ago, but in the current dynamic economic climate with its acute shortage of skilled workers it no longer applies

Should the response to tonight's meeting be unsatisfactory an extraordinary general meeting of the PSA is likely to be called to dramatise the protest and decide on future action

The more militant of the PSA membership favours some form of strike action to force the Government to meet their demands

However, this kind of action was rejected at protest meetings after the announcement of last year's increases and is not likely to be supported by a majority of Government workers

# Public servants

12/1/82  
warn  
Govt  
on pay

By GERALD REILLY

THE executive of the Public Servants Association called on the Government last night for basic increases of 2.5% from April 1 in spite of the shortage of State funds

The executive warned that frustration and defeatism in the service, because of inadequate pay levels, was a threat to efficiency in State departments

The extraordinary meeting of the executive was attended by 94 members representing 38 branches of the association from all parts of the country

## Demands

Emotional demands were made for drastic action and the chairman Mr G W van der Veen and his senior officials had their hands full maintaining order

The meeting virtually presented the Government with an ultimatum

In a statement after the meeting Mr Van der Veen said if satisfactory answers to the questions raised at the meeting were not received from the Commission for Administration before February 5 further action would be considered by the executive at its meeting on February 8

## Roots

According to a statement issued after the meeting root causes of the widespread dissatisfaction in the service were

- In the midst of a climate of general prosperity public servants were becoming poorer because of inadequate salaries
- They were unable to carry out their functions fully because of the serious shortage of staff



# 'Massive resignations unless civil servants' demands are met'

134 E, Post 12/1/82

**By CHARMAIN NAIDOO**  
IF civil servants do not get the 25% increase in salaries they want, then massive resignations can be expected, the vice president of the Public Servants' Association, Mr Gerrit van der Veen, said today

At present, there are about 17 000 vacancies in the public service, none of which have been filled for the last year

"It all comes down to one word pay," Mr Van der Veen said in an interview today

He complained that the civil service lost large numbers of workers to the private sector and to municipalities every year and that low pay meant that recruitment was poor

The proposed increases were not based on the consumer price index but on a comparative look at the salaries earned in the private sector and by employees of the Post Office and the railways

"If we look at the average salary paid for the same kind of work performed, an official in the public service gets between

30% and 34% less than in the private sector," Mr Van der Veen said

In specific groups, such as motor mechanics and electricians, the difference is as high as 60%

An association clerk, who asked not to be named, said today that clerical assistants in the public service earned R4 470, while his counterpart in the Post Office, which comes under a separate administration, earned R7 900

Mr Van der Veen said his organisation had called for an immediate 25% increase in salaries from April 1, and demanded that the Government meet the existing backlog over a three-year period

He said it was a fallacy that civil servants got large housing subsidies

"Only about 29% of all civil servants receive housing subsidies because only married property owners are allowed to make use of this scheme," he said

Mr Van Der Veen said there had been an improvement in the housing subsidies for civil servants last October

"But we are pressing for subsidies in rent as well. Considering our people are so poorly paid, it is impossible for them to afford the ever increasing prices asked for houses and flats today," he said

His organisation had made representations to the Government, and hoped "that something will be done about it soon"

He said that the public service spent a fortune training workers "who leave immediately the training is finished"

"Take traffic officers for example. We train them for three months, and they leave immediately to work for municipalities where they earn between R4 000 to R6 000 a year more," he said

If the Government does not meet the pay increases, Mr Van der Veen said there would be massive resignations from the service

He added that because of the large number of vacancies, most public servants did the work of three people, which decreased efficiency and caused annoyance among the public

# Public servants want 25 pc rise

ARGUS  
17/11/82

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Argus Correspondent

PRETORIA — The Public Servants' Association has given the Government three years to put their salaries on a par with the private sector and other Government institutions

This was one of the decisions taken at an extraordinary meeting of the executive of the PSA in Pretoria last night

It was attended by almost all of the executive members who represent 38 districts throughout the country

Office bearers at the meeting apparently had their hands full trying to calm feelings and to persuade members to take restrained action after emotional outbursts and calls for drastic action were made

Other decisions taken by the PSA executive were that.

## Negotiations

⊙ The Board of Directors continue its negotiations for the granting of satisfactory salary adjustments from April 1 this year using 25 percent as the basis in spite of the climate of money scarcity.

The Government must also initiate a programme to put central government service salaries and service benefits in a competitive position with other government institutions and the private sector from the beginning of 1982/83 financial year and over a maximum period of three years

⊙ The executive committee consider further steps at its meeting on February 8 this year if satisfactory answers have not been received from the Commission for Administration before or on February 5

The Government would have to curtail the budgets of some of its departments if the Cabinet decided to accommodate the 25 percent pay demand made by the Public Servants' Association

This caution was sounded today by Dr Joop de Loor, the Director-General of Finance, after last night's emotional meeting of the PSA executive

Dr de Loor said rough guidelines for the budget had already been set by the Cabinet late last year



# 15 pc pay

# rise for

# 100 000 000

Argus  
12/1/82

134  
~~134~~  
~~134~~

**Argus  
Correspondent  
JOHANNESBURG.**  
— About 100 000 workers in the public sector will receive pay increases of at least 15 percent this year.

The increases affect workers in the South African Railways, Harbours and Airways and their coloured and black colleagues, who are not on the same wage scales, will likely receive slightly higher increases.

The Minister of Transport Affairs Mr Hendrik Schoeman, recently held

talks with staff associations and unions to workers in the transport service on the subject of wage increases. Worker sources said the Minister met the association individually and discussed their wage demands.

From these demands Mr Schoeman arrived at a 15 percent average according to sources.

### Average

The 15 percent figure is apparently an average of the different demands and some of the associations had expected even lower increases.

It is believed that demands for much higher increases from the Public

Servants' Association prompted Mr Schoeman to meet the transport workers' wage demands.

The 15 percent increase, in meeting demands, would likely contain any worker dissatisfaction, sources said.

The Government is seen as unwilling to move much beyond the 15 percent figure for public servants in the various budgets which will be announced in the first session of Parliament in Cape Town this year.

Coloured and black workers in the transport service, will likely receive a 17.5 percent increase to help to close the

wage gaps with their white counterparts.

Officials of the transport associations and unions who met Mr Schoeman are expected to report back to their executive to obtain approval for the increases.

Mr Schoeman will not like to make the increases public until the railway budget is in Parliament.

Associations and unions affected by the increase, are members of the federal consultative council for SAR and HA staff associations which represent 10 organisations.

The most influential of these are the Iucsa-affiliated Artisan Staff Association and the Confederation of Labour Affiliates, the SAR and HA Artisan Staff Association (Sastaf).

### Post Office

Post Office staff associations officials are keeping their minds open pending Mr Hendrik Schoeman's performance in the budget.

The Secretary of the SA Postal Association, Mr P. van Aswegen, said uniformed and other staff would likely await the Minister's announcement before commenting.

Members of the Public Servants Association have complained in the past that their public service counterparts in the railways have received better wage packets and this was the reason they are pressing for a 20 to 25 percent increase.

# Commission

## replies to PSA queries

Jan 13/1/82

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### Own Correspondent

The Commission For Administration has undertaken to follow up and supply the Public Servants' Association with an answer to questions that came out of the PSA's extraordinary meeting in Pretoria on Monday.

A statement by the chairman of the commission, Dr P S Rautenbach, said decisions taken at the special meeting of the extraordinary executive meeting of the PSA were handed to the commission yesterday.

The commission supplied the general manager of the PSA with a written reply after the PSA's decisions had been studied.

It read: "I would like to inform you that the commission has already made a thorough study

of the contents of the decisions of your executive committee and has instructed me to inform you that at this stage he has taken cognisance thereof.

"The matter will now be followed up and you will be supplied with an answer as soon as possible, considering the fact that your executive committee will meet again on February 8.

### APPRECIATION

"The commission has also directed me to inform you that it is with appreciation that he has taken cognisance of the responsible way in which the decisions were taken. This conduct is not only a credit to your association, it also reflects the professionalism of the public servants' corps."

"One decision taken by the PSA executive was that 'The commission for Administration be asked to speed up and complete its investigation into and recommendations about a system of collective bargaining for government officials in consultation with the PSA'."

### MPs fight

KANO—Fighting broke out in the Kano State House of Assembly yesterday after a motion was passed that allegations of improper conduct by some members be investigated, the Nigerian news agency NTA reported today.—  
Reuter



(270) (134)

# 'Pay rises upset Budget'

# Public servants ask for R1 000m

By CERALD REILLY

**Staff Reporter**  
IF PUBLIC servants were to get pay increases in excess of those broadly approved by the Cabinet, Budget priorities — already determined — would have to be substantially reshuffled

Pretoria sources said increases in the public sector state departments — the post office and railways — were expected to average about 15 percent

The Director-General of Finance, Dr Joep de Loor, has refused to comment on the extent of the increases, or the total amount involved

But any new significant expense would be disruptive, he said

It is understood that some railway staff associations have already been told by the Minister of Transport their increases would amount to 15 percent

And it is Government policy to make increases uniform throughout the public sector

## Inflationary

The only alternative, Dr De Loor said, was to finance any additional increases by widening the tax base, or by creating money — which would be inflationary

The Minister of State Administration, Dr Andries Treurnicht, said the public service could rest assured the Government would only consider what was best for its workers

The report of the Commission for Administration on Salary Structures had been completed at the end of last year and certain recommendations would soon be considered by the Cabinet

Meanwhile, the General-Manager of the Manpower and Management Foundation, Mr R I Marsden, said 25 percent increases would not necessarily solve the public sector's staff problem

The private sector used salary levels in the service as a bench mark, and demands for similar increases would follow, he said

In itself, a 25 percent rise for government workers would be highly inflationary, and would be aggravated further by related increases in the private sector, and would also burden the taxpayer

Mr Marsden said the public service should look to black workers to relieve staff pressures. Increasing numbers of black graduates on the labour market could be taken into the service

THE public sector salary and wage bill will rise by more than R1 000-million a year if the Government submits to the demand of the Public Servants Association for increases of 25 percent from April 1.

However the Cabinet is likely to reject the demand, made at a social meeting of the PSA executive on Monday night, and a serious clash seems unavoidable, according to Pretoria sources.

The demand was accompanied by an ultimatum unless satisfactory replies were received from the Commission of Administration by February 5, the executive would meet again on February 8 to discuss how to put pressure on the Government

The 25 percent demand and other decisions taken at the meeting were conveyed to the chairman of the Commission for Administration, Dr Piet Rautenbach, in Pretoria yesterday.

## Outbursts

Monday night's meeting was marked by angry outbursts from frustrated public servants at the Government's indifference to their plight

However it is understood that there is little hope of the Government agreeing to rises of more than 15 percent, except in special circumstances

## Cost

If the Cabinet does agree to a 25 percent rise, the earnings of rail and post office workers would have to be raised to the same extent at a cost of more than R1 000-million

The 270 000 railway workers earn about R1 500 million a year the 70 000 Post Office workers R420-million 330 000 central Government workers, including prisons, SADF and police personnel, R1 400-million and the 250 000 provincial department workers nearly R1 000-million

So it looks like 15 percent and no more for public servants

This would just cover inflation, and would leave untouched what public sector workers claim is a huge pay backlog accumulated over the past 20 years

## Drastic

At Monday night's meeting demands were made for drastic action to compel the Government to make realistic pay adjustments. These included "soft" strike action like working to rule, and countrywide protest meetings. Government workers have also demanded that they be given a bigger and more direct say in salary negotiations, and that the lower grades be given big pay rises

Fri 15/1/82  
LABOUR MATTERS

### Looking at prospects

Although some trade union leaders believe 1982 might be a fairly good year for labour in SA others are not as optimistic and are developing strategies to deal with retrenchments

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa) expresses guarded optimism about the coming year, but believes that workers in some sectors could be hit by retrenchment policies. She says the industry she knows best the garment industry which is fairly sensitive to changes in the economic climate, should have a reasonably good year.

Tucsa has not yet formulated any plan of action to cope with retrenchments, says

Scheepers. But she adds that it is likely that this will be discussed at a meeting later this month.

Extremely sensitive to an economic slowdown are the building and motor industries. Although the University of Stellenbosch's Bureau for Economic Research predicts a marked drop in building activity, a spokesman for the Building Construction and Allied Workers Union tells the *JM* that he has had no reports of retrenchments so far.

Retrenchments have already occurred in the motor industry. During the past week about 500 workers were retrenched at Sigma and about 150 at Datsun.

The National Automobile and Allied Workers Union (Naawu) which has been negotiating on behalf of workers retrenched at Sigma is demanding that employers go

on to short time rather than fire workers. Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), has listed steps which managements should take.

□ They should plan to ensure that a downturn in demand does not result in retrenchment.

□ They should consult with workers on ways to prevent retrenchment — for example, by going on short time, by slowing down production and avoiding overtime.

□ If workers are retrenched, their representatives should be given one month's notice.

□ Workers should be granted severance pay, based on service and the company's ability to pay, and

□ Negotiations should be held with worker representatives on retrenchment and re-employment procedures.

"We expect that retrenchments will be a problem this year," says a Naawu official who however believes that the Sigma layoffs might not necessarily herald the beginning of a major slowdown in the motor industry. But he is concerned that companies are reporting declining demand for their products.

As far as the motor industry is concerned, the picture is not entirely gloomy. Motor industry sources believe that overall sales will be down 5% - 10% over last year. Not all manufacturers are expecting to have to lay off people. A spokesman for Ford, for example, says the corporation does not anticipate the need for staff reductions. In addition, government's local content programme will result in many new jobs being created in the industry.

Many of the emerging black unions which

have not already managed to negotiate retrenchment procedures and severance pay with employers are now paying increased attention to these issues. Some employers are jittery about possible demands for severance pay and also fear that sharp differences may emerge between employees over whether a company should opt for short time instead of laying off people.

One lesson which does emerge from Sigma's retrenchments is that unrest and much ill-feeling can be avoided by effective bargaining between unions and managements. The Sigma layoffs were negotiated between the two parties and the agreement has been adhered to by them.

"Our policy is to negotiate these things with our union and we have had positive benefits from this," says a spokesman for the company.



Effective consultation will be needed to prevent a repetition of scenes like this striking workers  
at a motor plant

# Unions are squaring up to threats of layoffs

Retrenchments are likely to be one of the biggest labour issues in 1982. Unions are drawing up plans to fight layoffs and cutting back on staff is likely to be a major source of factory tension. The Rand Daily Mail labour reporter STEVEN FRIEDMAN reports.

ANYONE looking for one of 1982's biggest labour issues need look no further than the Datsun and Sigma motor factories near Pretoria

Both last week fired or laid off excess labour — 850 workers at Sigma, and an estimated 150 at Datsun

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs before the year is out. Union sources already report lay-offs in the metal industries

A recession is expected to bite as the year wears on and employers who took on large numbers of workers during the recent boom are likely to trim their workforce

## Passively

Of course there were hard times in the Seventies which led to lay-offs and long queues at government labour offices. But then workers seemed to accept their fate fairly passively — generally employers were able to retrench as they wished

But this year there is a growing black union movement and workers are both better organized and more militant

Already, a major Fosatu union, the National Automobile and Allied Workers' Union, has vowed to fight lay-offs. It has urged employers to use other methods of cutting production, such as short time (where a company works a shorter week and cuts all workers' wages instead of laying off staff), cutting overtime and slowing down production. Above all it has called for retrenchments to be negotiated with workers

The possibility of a clash between managements and unions is increased by the fact that often employers use a fall-off in work to fire more militant workers

"Many people are likely to see this as a chance to get rid of alleged 'trouble-makers'," says an employer source

Even in the Seventies, firings of union shop stewards or other shop-floor activists often provoked

NAAWU says its first demand will be that employers go on to short time rather than retrench — precisely what most motor plants did in the Seventies

But an employer source says that some large motor companies will opt for layoffs rather than short time if they have to retrench this year

He says going on to short time prompted worker resentment because all workers suffered a drop in pay. This, some employers believe, contributed to the strikes which hit the industry in the late Seventies and early 1980. They therefore argue that it is "safer" to penalize only a section of the workforce

For their part, unions tend to prefer a drop in workers' wages to a situation in which large numbers have no job at all

## Replacement

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there will be more workers clamouring for jobs. So if the unions really don't like it, their members can strike — and be replaced by non-union members

That is largely what happened in past recessions. In the wake of the 1973/74 Durban strikes, black unions emerged whose membership jumped sharply — only to fall just as quickly

The hard times of the mid-Seventies were one factor, but there were others which no longer hold

The unions at that time faced intense government and employer hostility. Now government policy is no longer opposed to black unionism — at least in theory — and many employers have moved to recognize black unions

In some cases, unions have had retrenchment procedures written into agreements with employers which seek to protect workers during labour cut-backs — such as the Sigma agreement

A further difference is that employers are desperately short of skilled workers. The need for skilled black workers will narrow employer options

says one senior management man

Labour consultant Mr Gavin Brown is more emphatic. "I still haven't seen any proof that recessions knock the present black union movement," he says

## 'Fatalistic'

Adds one NAAWU unionist "Many workers seem fatalistic about losing their jobs. They regard the fact that they have won a reasonably good deal at Sigma as an advance in itself. There has been no loss of enthusiasm for unionism"

Employers who seek to cut back on their workforce without negotiating could face serious conflict

Mr Brown says he will be advising clients that "the traditional methods managements have used during recessions won't work this time"

He says lay-offs in the past have tended to be arbitrary. Often the decision is passed on to a foreman or supervisor who simply fires the people he doesn't like

"This time retrenchment policies will have to be defensible. It's a decision which is too important to leave to a junior man who may act on a subjective basis"

Where unions are recognized, managements will have to abide by the procedures they have agreed with the unions, he says. If they don't, the union may lose credibility and open the way for a more "militant" rival

And where there is no union, he believes, arbitrary retrenchments might create fertile ground for union organizers

## Trouble spots

He warns that most larger companies have the labour relations skill to handle the issue, but that "middle-sized South African-owned firms" may not. These may be the trouble spots

What measures are unions likely to demand if the threat of lay-offs looms?

If NAAWU's is a guide, their first reaction will be to fight the threat of retrenchment

ive," says an NAAWU man

He cites union charges in the Seventies that steel firms were working overtime at the same time as they were laying off workers — a sign, unions claimed, that they were "cost-cutting" at the expense of workers' jobs

What if the union loses the battle and workers must go?

Firstly, NAAWU wants one month's notice to worker leaders on pending layoffs so that negotiations can start on how these will occur

## Most popular

Unions usually want an objective standard for choosing who will go. The most popular method is "last-in-first-out" — in which a worker's length of service is the only standard. Where procedures are written into agreements, this is the one usually chosen

As at Sigma, they are also certain to demand that workers get some form of severance pay or unemployment benefit. NAAWU calls for severance pay based on "service and the company's ability to pay". Some employers are already thinking in terms of a private negotiated plan for providing workers with unemployment benefits

Formulas will vary — that is why a senior employer organization stresses the need for firms not to look for blueprints but to negotiate. "As long as firms bargain on layoffs, they should avoid trouble," he says

Sigma's layoffs were negotiated with the union and the agreement was adhered to by both sides. There was no unrest. But then Sigma had a written agreement with the union whereby the two sides bargain directly on all aspects of work conditions

The kind of tensions layoffs will produce are going to stress the need for direct factory floor bargaining as never before

Cape Times  
15/1/82

134  
192  
400  
235

unions and publicity campaigns against the company

In motor plants, for example, lay-offs could well be fought by the unions

"If employers try to re-trench activists it could go either way. They could put a temporary lid on unionism or be inviting a great deal of trouble."

NAAWU calls for employers to plan to avoid re-trenchments — by juggling staff complements and production. If work still has to be cut back it wants consultation with workers on ways of avoiding re-trenchment — short time, overtime bans and the like

And it wants agreement between unions and employers on retrenchment procedures — these are already written into many recognition agreements

"It's always been easy to fire workers, so many employers retrench without looking for an alterna-

Cape Times

15/1/82

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# Govt is accused of labour abuse

By PETER MALHERBE

THE GOVERNMENT has been called "the greatest exploiter of labour in South Africa" in a hard-hitting article in "Die Staatsamptenaar", the official magazine of the Public Servants' Association of South Africa

The article compares public service salary conditions in South Africa to those in socialist countries and with the plight of labour in 19th Century Britain

The article — written by the head of the Department of Economics at the University of the Witwatersrand, Prof D J J Botha — appears in the January edition of the monthly publication

Copies of the magazine will reach the 70 000 State department workers this week — a week in which the public service salary row is expected to reach new heights

Last week the executive of the Public Servants' Association called on the Government to grant 25 percent basic salary increases, and warned that frustration and defeatism was rife in the service because of inadequate pay — threatening efficiency in State departments

The article says that the Government's economic theory has been deficient

The Government has always believed, the article claims, that public service salaries should play the role of a stabiliser in a process of inflation

"The result has been that the Government has emerged as the greatest exploiter of labour of all employers in this country"

The article, titled "Public sector remuneration and the economy" says that public sector incomes in South Africa are "determined through a slow and cumbersome process, which by any standards can only be regarded as obsolete

"And the persons whose incomes are so determined have virtually a zero bargaining position vis-a-vis the authorities, a situation which is very similar to those in socialist countries"

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## Unions

In Western democracies public service employees are organised in white-collar unions which give them a far greater say in affairs that affect their material well-being than is the case in South Africa, where these unions are not allowed, writes Prof Botha

"The South African public sector is forced into a picture reminiscent of the subservient relationship of labour to employers in 19th Century Britain"

Spokesmen for the Public Servants' Association were reluctant to comment on the article yesterday

Vice-president, Mr G W van der Veen, said he had not yet read the article and could not comment

The PSA chairman, Mr T Brenkman, said that the association policy was that only the president or vice-president made Press statements

He said that the president, Mr C M Cameron, was overseas at present

The article claims that the root of the personnel crisis in the public service is the fact that public servants did not share in the national increase in wealth of the 70s

"Certain groups of people have benefited greatly from this wealth. The share of public sector employees was, however, nil"

The article blames the Government for allowing this to happen

# Boost for SA sports boycott

By RICHARD WALKER  
NEW YORK — Top sports boycott strategists Dr Richard Lapchack is to have a powerful new base for his operations against South Africa.

He has been appointed director of Southern African Programmes for the Phelps Stokes Fund, a prestigious 70-year-old organisation based in New York which helped establish the Southern African Institute of Race Relations about 50 years ago.

His duties will be to promote a cultural and sports boycott of South Africa and seek to diminish the "moderate degree of ignorance about South Africa," he said.

He will run seminars introducing personalities from Africa's black nationalist movements to the US media and to decision-makers in US foreign policy.

## Exiles

Dr Lapchack will be co-author of a regular column for Black US newspapers and also run an "Emergency Committee for African Refugees" — which aims at helping political exiles.

Mr Lapchack chairs the American Co-ordinating Committee for Equality in Sport and Society (Access) and through it has directed a campaign against all sports contact with South Africa.

He has previously campaigned at a Varsity level and has held various consultant jobs with the United Nations

# Cabinet (34) <sup>com 19/1/82</sup> to decide on pay hike demand

THE Cabinet is expected to give urgent priority at its meeting in Cape Town today to a decision by the Public Servants Association that public servants be given increases of 25 percent.

The Government is seriously concerned about the fact that the 20 000 staff shortage in State Departments could lead to inefficiency.

A spokesman for the Prime Minister's office said the Cabinet meeting will continue tomorrow and on Thursday.

The Cabinet is also expected to take a decision on a request by the Medical Association of South Africa that doctors' fees be increased by 6 percent.

A decision has to be taken before the end of the month. The Minister of Health, Dr A P A Mankinen, is expected to report to the Cabinet on the matter in a memorandum to be presented to the Cabinet on Thursday.

It is expected that the Government will also take a decision on the matter of the Public Servants Association's demand for a 25 percent increase in pay.

# Students' Seizure Case Held Irrelevant

Mal, Reporter

THE Civil Service Appeal Board has dismissed a case against a student who was heard in camera when it started in the Johannesburg Regional Court yesterday.

Mr Benjamin D. van der Merwe, a first year law student at the University of the Witwatersrand, pleaded not guilty before Mr P A J Kotze

An application was made that the case be held irrelevant because it was not a case of a student who was heard in camera.

The case was held irrelevant because it was not a case of a student who was heard in camera. The case was held irrelevant because it was not a case of a student who was heard in camera.

## RECEIVED

Number  
The Government is also expected to take a decision on a request by the Medical Association of South Africa that doctors' fees be increased by 6 percent.

## Fares

The increases already promised to Railways workers from April are a major reason why substantial increases in railway fares and tariffs are certain to be announced in the Railway Budget.

These would have to be even higher if 25 percent rises were granted. Increases of 25 percent for the 270 000 Railway workers would cost the administration more than R400-million.



\* \* \*

The Grave Diggers' and Cemetery Employees' Union has finally been laid to rest. It was noted in last Friday's Government Gazette that registration of the union had been cancelled.

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Star 6/1/82 (134) ~~320~~

## Perks tax enrages civil servants

### Chief Reporter

The newly published perks tax Bill is threatening to turn the present skirmishing between public servants and the State into a fullscale war

Resentment is already growing in the public service against a provision in the Bill that would tax the hef-

ty housing subsidy public servants receive on their bonds

Public servants maintain this is the only perk they receive, while their salaries have trailed behind those in the private sector by a growing margin in recent years

At present public servants pay no tax at

all on their substantial housing subsidies

In terms of the Bill all employees who receive benefits from a subsidy scheme approved by the Commissioner for Inland Revenue will be taxed on the difference between the interest rate they pay and 8 percent

Public servants pay

either 3 or 4 percent on their housing loans. This means they will be taxed on either 4 or 5 percent

A senior spokesman for the Public Servants' Association said in Pretoria today that the State would have to compensate public servants if the new tax were introduced



the oath of office this week. Mr Young promised not to forget the city's white minority

## Ballot worries nurses

134

D. Bishop

7/1/82

JOHANNESBURG — Nurses voting in the South African Nursing Association (Sana) elections have expressed concern that the ballot will not be secret and that they may face victimisation as a result of their choice of candidates. Sana has sent voting forms to all registered nurses in South Africa which will be considered invalid unless they are placed in accompanying envelopes which require full identification and the address of the voter, plus the signatures and personal details of two witnesses. This identification is required despite a directive on the voting form which says that any marking made on the form itself which identifies the voter will render the vote invalid.

Some nurses have said they will not vote for fear that they may be victimised.

Mrs E Maclure, a member of the board of Sana, said yesterday that there was nothing sinister about requiring identification.

"The association has to be sure that the person voting is entitled to vote, otherwise anyone who received the forms by mistake could vote haphazardly. It is not practical to have a voters roll as Sana could not cope with the administration. Sana uses the register of the SA Nursing Council and posts all the voting forms. Because Sana has no access to prove that the correct person is voting, these precautions must be taken.

"It is impossible for the nurses to be victimised. There is only one electoral officer in Pretoria who is under an oath of secrecy and that one independent person has to sort out 80 000 voting forms. There is no way that the officer, who has no axe to grind and who is faced with this mountain of paper, would be bothered to cause mischief. Anyway, it is written into the constitution of Sana that no candidate has access to any voting form or envelope.

"I can understand why some nurses may question this method of doing things but this is the only practical way of conducting the election and there is no sinister motive for requiring identification," Mrs Maclure said — DDC

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Mrs Eileen Buhagiar, 60, is in an intensive-care unit at the provincial hospital, recovering from an emergency operation

Her husband, Laurie, was admitted to an orthopaedic ward last night when he fell and broke a wrist while walking to his car after visiting her

perforated intestine

Complications set in during the operation and she was admitted to a respiratory intensive-care unit.

A worried Mr Buhagiar spent as much time as was allowed at her bedside

ARGUS 8/11/82  
 (134) (250)

# Public servants: Tension mounts

Argus Correspondent  
 PRETORIA — Tension among South Africa's more than 700 000 public servants is mounting on the eve of Monday's crucial extraordinary meeting of the Public Servants' Association

Vital issues such as salaries, the bargaining power of the association and the employment of coloured workers will be discussed by the executive

The meeting follows a huge petition drive by association members, who fear their salary increases will not be sufficient in view of the state of the economy and cutbacks in Government spending, according to a spokesman

Members feel they should act before they are given low increases

After they have been granted increases they fear they will be unable to do anything for another 12 months

The spokesman said a proposal that the association become registered as a trade union was sure to be raised and discussed

But he doubted whether the association would move in this direction

Because the Government has tended to turn a deaf ear on to salary representations, many members feel they need to have bargaining power as a trade union.

Members in the lower ranks are also suspicious that their salaries are 'purposely' being kept low so that they will leave, then their posts

will be filled by coloured workers

A decision by several districts of the association, that they are no longer prepared to bear the work burden caused by staff shortages without extra remuneration, will also be discussed

There is also talk of a public protest meeting. The spokesman said a decision on this would be taken at Monday's meeting or later

The spokesman said, however, members were reluctant to protest publicly

The meeting's decisions will be sent to the Commission for Administration and the Minister of State Administration, Dr Andries Treurnicht

The Argus's political staff reports that Dr Treurnicht has been having talks with the Commission for Administration on the growing crisis in the public service

Dr Treurnicht's office said today he did not wish to comment at this stage

But it was confirmed that he held talks with the commissioners yesterday and that he would have further discussions on Monday

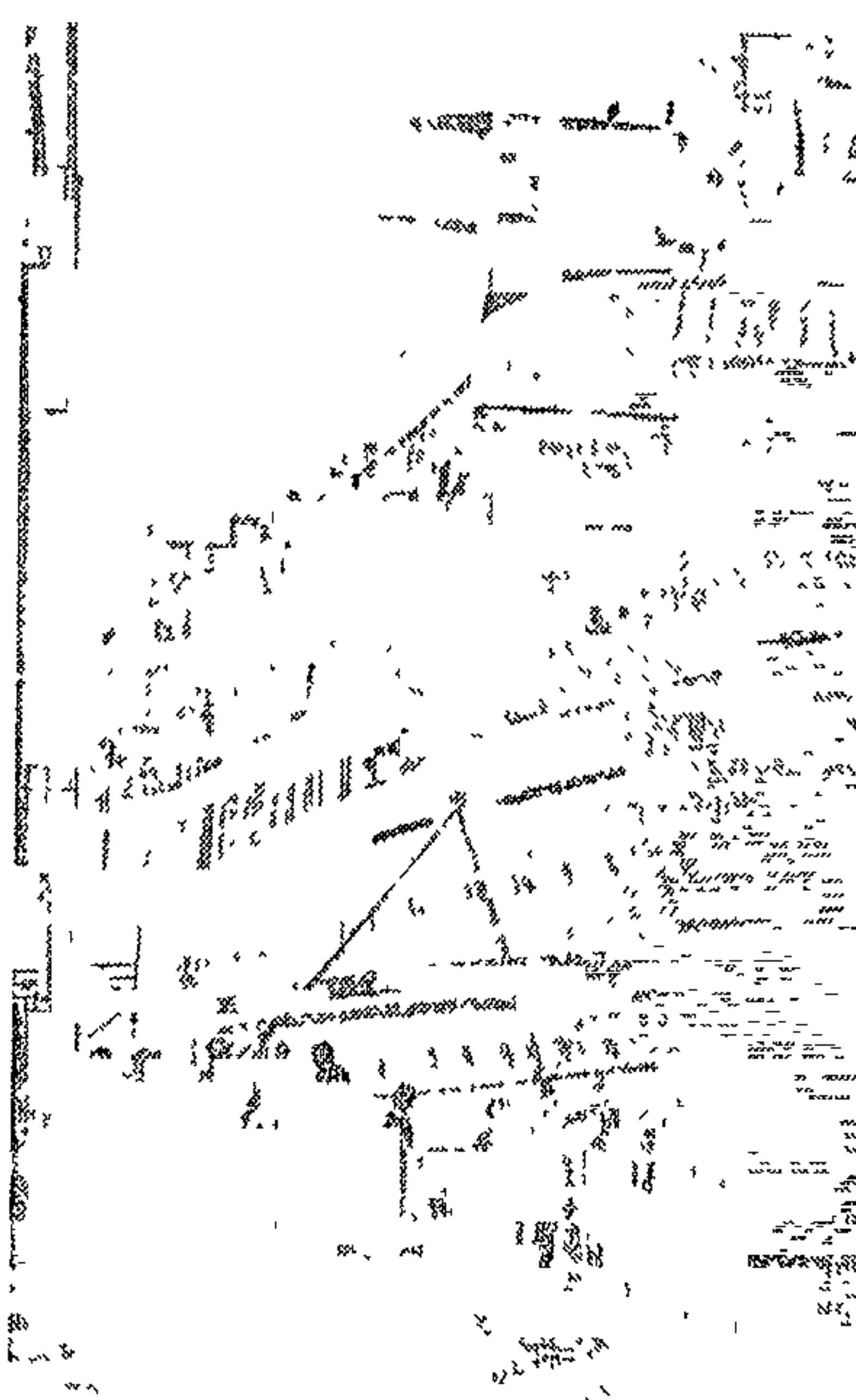
It is not clear yet what solutions the Government is working on to resolve the serious situation in the public service

But the issue is certain to come up at the first Cabinet meeting of the new year shortly before the start of the next parliamentary session on January 29.

## Full moon linked to health crisis

CHICAGO — When the moon is full, people with problems such as ulcers should be especially sure

his preliminary research was designed to 'sound a warning' People who had problems, such as ulcers,



**EYE CATCHING** visitor to Cape Town harbour today was the 10 500-ton Greek-registered passenger liner Danae which is on a

cruise from Durban to Buenos Aires.

The ship, which carries just over 500 passengers, has just completed a round-trip cruise from Durban to

# Game guard R535 000

Argus Correspondent  
 DURBAN — Black and white rhino and buffalo allegedly shot by a former Hluhluwe reserve game guard could be valued at R535 000, according to evidence given in the Mtubatuba Magistrate's Court

Mr Keith Melklejohn, former warden of Hluhluwe and now warden of Charter's Creek reserve, told Mr S J Verwey that black rhino were on the endangered list and were worth at least R250 000 each

White rhino could be valued at R150 000 each and buffalo were worth about R1 000 each

**303 BULLET**  
 Former Natal Parks Board game guard, Mr Elias Gumede, 29, is charged with shooting

the Hluhluwe game reserve between 1979 and 1981

Mr Gumede a former lance-corporal in the game park has pleaded not guilty to 14 charges put to him

Mr Melklejohn said that a bullet recovered from a dead rhino was sent to forensic expert Warrant Officer Thomas Wolmarans, who identified the bullet as having been shot by a 0303 rifle exhibited in court

The rifle, said Mr Melklejohn, had been issued to Mr Gumede for his sole use

Game guards were allowed to shoot at marauding dogs or to defend themselves from attacking poachers and animals but in the years



Star 8/1/82

PSA  
grows  
militant  
over pay

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(134)

Chief Reporter  
South Africa's increasingly militant public servants will discuss next week how to increase their bargaining power in their campaign to raise public service pay

At the extraordinary meeting of the Public Servants' Association's executive in Pretoria on Monday, some members are even expected to propose that the PSA become a trade union

But the move to trade unionism is unlikely to succeed as the Government has already rejected such a proposal.

REFUSED

A spokesman for the PSA said today that the Wiehahn Commission had recommended trade union rights for public servants with arbitration rights instead of the power to strike.

The Government turned this down but referred the matter of increased bargaining rights to the Commission for Administration

At present the PSA's bargaining powers are severely limited and are determined by the Public Service Act

The spokesman said executive members would discuss on Monday how this Act could be amended to strengthen the muscle of public servants.

THRUST

The main thrust of the meeting will be to discuss how to make public service pay competitive with the private sector after State salaries fell behind in recent years

Although the PSA has not demanded a specific percentage, members talk in terms of 25 percent this year. The Government, they believe, is considering a 15 percent increase

Public servants may consider the highly unusual step of holding a public protest meeting to embarrass the Government

(134) *Sunday Times 10/1/82*

# Dr No facing pay showdown

A CONFRONTATION is looming between South Africa's angry public servants and Dr Andries Treurnicht in his capacity as Minister of State Administration.

The crisis in the grossly undermanned public service has led to warnings of its imminent collapse and tomorrow the executive of the powerful Public Servants Association will hold an urgent meeting to discuss the situation.

"We can no longer give the public the service they expect," is the startling claim of Mr G W van der Veen, vice chairman of the Public Service Association.

"It used to take three or four days to get a reply



JOHN SWIFT

from a Government department. Now it takes 14 days or more."

According to Mr van der Veen, the bulk of the public servants wanted a mass public meeting to air their grievances which centre directly on pay and undermanning through-

out the service.

"But we are not really in favour of protest meetings," said Mr van der Veen.

"So we have called this urgent meeting of the executive."

"About 100 people representing all the regions will be there."

According to Mr van

der Veen the topics for discussion will be

- Public service pay packets, held to a maximum 12 percent by the Government last year, except in the case of the Department of Transport and Post and Telecommunications which received an extra 5 percent.

- Better bargaining

power for the association on issues like pay, conditions and working hours

## Overtime

"We would like to be able to sit down and discuss it in a reasonable manner," he said.

"People in the public service are no longer pre-

pared to do the work of two or three and all the overtime that is expected of them

"There are 17 000 posts vacant in the public service and the public is starting to complain

"The old public service is a thing of the past. Service just cannot be supplied"

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10/1/82

Sunday Times

# INTRODUCTION

# WORLDWIDE

## IMPORTANT areas of South African life will be stultified by the manpower crisis in the public service

Projects vital to its growth and development are being shelved because the country cannot have the officials to carry them through

The Public Service Association reports that 22 000 vacancies exist in the professional grades of the public service

The nursing crisis has led to the closure of many wards in the central hospitals in Johannesburg and Pretoria

The police are reported to be substantially under strength

Revenue collection by the tax office has been slowed up by the shortage of administrative personnel

Most critically, the all important functioning of bodies directly concerned with economic growth and efficiency such as the Board of Trade and Industries, the Competition Board and the planning branch of the Prime Minister's office is being severely hampered by professional staff shortages

Predictably the threatened breakdown in State services has evoked calls for an improvement in conditions to retain trained staff and encourage recruitment to the public service

The Public Service Association is asking for a 20 percent salary increase, a structural change in civil service grading scales and additional housing relief

Already 130 000 white high-level workers (28 percent of all white high-level manpower) are in the public service

For all population groups some 40,6 percent of the high-level manpower available in the coun-

try was in the service of central and local government in 1979

There is growing pressure for the public service to follow the railways and post office which are increasingly using blacks in areas that until a few years ago were reserved for white workers

Already the railways have some 23 000 blacks doing work previously classified for whites

The Minister for the public service, Dr Andries Treurnicht, has acknowledged the need for more recruitment of coloured, Indian and black public servants

The difficulty is clearly to provide promotion opportunities for them in departments of the public service centralised to serve the re-

spective communities directly

The recruitment of coloured, Indian and blacks into the public service on a truly meritocratic basis is still a very divisive issue

For some a wide and predominantly African public service has become an important national symbol of separate development policy on a par with the Mixed Marriages Act, the Immorality Act and the Group Areas Act

Yet in a merit-orientated public administration there could be no bar to the eventual promotion of blacks to senior controlling positions in the public service

The rationalisation of the public service has come little in practice to ease the manpower shortage

It has not streamlined public service functions. Instead the emphasis has been on institutional reforms building newer and larger Government departments

The inevitable result has been to increase friction and competition for promotion at top levels in the service

Many officials are dissatisfied not so much for their own sake but for the sake of the country. At the same time the

opportunity to streamline the activities of Government departments in order to reduce the cost of the public service is being lost

It is of course necessary to make attempts to improve the efficiency of the enlarged departments in order to promote effective co-ordination

Further more, the manpower shortage has hit the Commission for Administration so that delays are hampering the appointment of many needed professional who are being snapped up by the fast-acting private sector

The vicious circle is thus complete

The only practical alternative to enlarging the public service is to change the style of government

This would mean a concerted move away from substantial discretionary powers being granted to a large powerful bureaucracy to oversee and regulate the functioning of the private sector

Of course this is fully in line with the free enterprise approach of having Government limited to the essential services and to the regulation of the economy. Government expenditure has to be cut down by government

When needed is a general shift away from direct regulation through ministerial emphasis on discretionary decisions such as those reported for export promotion

This approach is in the process of being extended to decentralisation and manpower training

Not only is such a change in line with government's declared intentions, but it would also be favoured by the private sector which seeks more freedom to take management decisions without having to consult large numbers of civil servants endowed with extended discretionary powers

The biggest obstacle to such a change in the style of government is none other than the programme of rationalisation of the public service itself

With the emphasis on institutional reform the process has tended to be down in procedural formalities and co-ordinating activities

As a result the limited quota of high-level manpower available cannot devote sufficient attention to the really critical questions such as who is to be performing the work which it ought to do

A pertinent example relates to administrative prices

Some time ago the economic planning branch was given the task of investigating all aspects of price control administered by various departments such as industries, commerce and tourism, agriculture and fisheries, and energy and mineral affairs

In addition, all subsidies such as those granted for foodstuffs, urban transport and the like were to form part of the investigation since such action also involved government interference in pricing by the market

A first and major object of the exercise was to determine to what extent government action in influencing the prices of a wide range of goods and services was actually justified

Where such control was found on balance to serve no useful purpose it would be abolished

In remaining cases a consistent policy approach to administrative pricing would be developed

This is what functional rationalisation is all about

Unfortunately, there is a real danger that this important study will have to be shelved at least for the time being because of an acute shortage of senior professional staff in the economic planning branch

Clearly we face a fundamental dilemma

Unless there is a marked change in the style of government and a sloughing off of much unnecessary discretionary bureaucratic decision-making important segments of the life of the country will be stultified by the manpower crisis in the public service

South Africa simply cannot afford this

If it is to be avoided urgent attention will have to be given to directing the best brains in both the private and the public sectors to a meaningful functional, rather than a predominantly institutional, rationalisation of the public service in line with the principles of greater private sector autonomy and strong, but limited government of high quality



It is true that one cannot live by bread alone, but it is also true that one cannot live without bread — and this is beginning to happen in the Public Service. — The Public Servant.

Public servants are fast becoming disillusioned with the State as a reliable and considerate employer in the labour market. — The Public Servant.

IN AN act of defiance and rising militancy, South Africa's 77 000 public servants are poised to declare "open war" on the P W Botha Government by plunging the Public Service, and almost every aspect of public life, into a devastating national crisis.

Frustrated, disillusioned and seething with discontent, thousands of lifelong Nationalist public servants are abandoning political loyalties and threatening to resign unless their demands for a minimum 25% salary increase are met by April 1

"The civil service," said Mr G W Van der Veen, vice-president of the 45 000-strong Public Servants' Association, "is in a state of chaos"

Mr Van der Veen, chief of the Transvaal Provincial Inspection Services, who has an unblemished 40-year record with the Public Service, warned the Government that thousands of State employees were "waiting in the wings" ready to resign in protest if the crucial wage negotiations broke down

"You can be sure of that," he said

This would leave the Public Service in ruins — and in its wake South Africa would be faced with the most severe crisis in its history

But already a massive collapse of public administration has burst into the open and mounting staff shortages, running at 20 000 in more than 600 job categories, is threatening to bring a string of crucial departments to breaking point — from which South Africa and the National Party may never recover

At a time when the Public Service is experiencing its worst staff shortage in history, hardest-hit departments — and in the view of many public servants, "on the verge of collapse" — are

Police — The force is undermanned by about 5 000. Hundreds of policemen are still leaving and violent crime is reaching unprecedented proportions as a result

With urban terrorism set to become the order of the day in South Africa, police stations throughout the country are desperately undermanned, and the PSA be-



By KITT KATZIN

heves that in addition to their low basic salaries, policemen should receive at least an extra R150 a month in danger pay

Nursing — Wards in major hospitals have been closed throughout the country because of a growing shortage of nurses. Some hospitals will be closed completely

According to the Department of Health's latest report, some health services are threatened with collapse, shortages of health inspectors have reached serious proportions and, as a result of the staff situation, essential services for which the department is responsible, are being rendered unsa-

# Nats to wreath bitter

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Sunday Express  
10/1/82

tisfactorily and certain services run the risk of collapsing

At the Johannesburg Hospital only 1 017 of 2 000 available beds are being used because of the nursing crisis and at the HF Verwoerd Hospital in Pretoria, 247 of the 1 137 beds for Whites are closed

Prisons — Prisons built to hold 70 000 have a daily population of over 100 000. They are 40% overcrowded overall and 59% in the case of Blacks, Indians and Coloureds

Teaching — The Transvaal has been hard hit. Resignations from teachers last year topped 4 042 — 2 881 permanent and 1 161 temporary — and although they won a 25% salary increase recently, resignations are continuing

High schools are still in desperate need of mathematics and science teachers and at many schools technical subjects are being abandoned because no qualified teachers are available

Every day 75 000 Transvaal pupils miss part of their curriculum. When schools opened last week, headmasters were struggling to fill hundreds of vacant posts

The number of Black teachers will have to more than double between now

and the year 2 000 — from 95 000 to 239 000 — if South Africa's skilled manpower needs are to be met

Post Office — In Parliament last year the Postmaster-General, Mr Henri Bester, disclosed the Post Office had lost almost a quarter (17 000 officials) of its staff in the previous financial year

Shortage of skilled technicians remains critical. More than 500 technicians have been recruited abroad

In another dramatic move to break through the salary crisis, the PSA's executive committee will be asked at a special meeting in Pretoria next week to consider registering the association as a trade union to give it effective bargaining powers

There is a growing feeling among top State officials that the PSA should adopt the Wiehahn Commission recommendation that all public servants, including those employed by provincial administrations, be entitled to exercise trade union rights with the proviso that representations are submitted through arbitration rather than by striking

The Government last year referred the Wiehahn recommendation to the Com-

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Public (13/1)  
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UNIONS

By Tony Davis  
Labour Reporter

Independent trade unions trying to make inroads into the public service are running into seemingly insurmountable problems

There are two problem areas in the public service which especially worry them — the railways and the post office

The trial of more than 50 former post office workers resumes at the Port Elizabeth Magistrate's Court this week

The workers were involved in a strike at two post office yards in October and are being charged under Section 10(a) of the Riotous Assemblies Act for intimidation

About 180 workers were fired as a result of the strike and union organisers of the General Workers Union of South Africa (Gwusa) said management had blocked their attempts to organise workers

#### COMMITTEES

Four Soweto post office workers who were apparently attempting to organise their colleagues were held under Section 6 of the Terrorism Act for almost seven months last year

At present there is no trade union representation for black post office staff but only a system of liaison committees

A spokesman for the post office said the department would help 'in any way possible' if black staff decided to form an association or trade union

"Black staff can at any time decide to form a staff association or trade union whether registered or unregistered, to promote their interests," the spokesman said

There are already coloured and Indian staff associations in the post office

#### SUSPICION

But in light of detentions and court cases in hours are suspicious of Government intentions towards their organising in the post office

The South African Transport Services, which includes the railways, harbours and airways, holds a strict, straightforward view towards trade union activity

There was nothing to prevent black workers in transport services from joining trade unions, according to a railways spokesman, but management would not negotiate with them

"Management will only negotiate with the staff association for black employees of the South African Transport Services, which is a registered and recognised trade union which already has a membership of more than 50 000," the spokesman said

#### STANCE

The Transport Services' stance on trade unions will come under growing fire as unions begin to claim greater and greater membership among black workers

At the end of last month a GWU organiser was arrested by railways police for distributing pamphlets on a train at Addo in the Eastern Cape.

There are legal restrictions on strikes in essential services such as the transport industries and so the workers' strike weapon is effectively curtailed

But organising among post office and transport workers by independent trade unions is inevitable and management face the likelihood of having to re-examine industrial relations systems.



ARGUS 11/1/82

# Vital day for public servants

Argus Correspondent

PRETORIA — A showdown between South Africa's 70 000-plus Government employees and Dr Andries Treurnicht, Minister of State Administration, is likely after a special meeting in Pretoria today.

About 100 officials from all over the country that make up the executive committee of the Public Servants' Association were meeting in Pretoria to discuss the crisis in the severely understaffed public service.

The meeting was called because of a petition drive by members of the PSA, spurred by fears that their salary increases will not be sufficient in the light of the state of the economy and subsequent cutbacks in Government spending.

## ISSUES

Vital issues like salaries, the bargaining power of the PSA and questions about the employment of coloured people were to be discussed at the meeting which was expected to be characterised by

heated debate. The meeting was expected to last more than two hours.

Although some executive members were likely to propose that the PSA apply for registration as a trade union it is doubtful this proposal would be accepted.

A decision on whether or not the PSA would hold a public protest meeting was also likely to be taken.

The decisions of the PSA will be sent to the Commission for Administration and a copy will also be sent to Dr Treurnicht.

# Public Service

parity <sup>ARCUS</sup> 21/1/82

urged <sup>250</sup> <sub>134</sub>

## Labour Reporter

A CALL for immediate parity in the salaries and working conditions of black and white civil servants has been made by the Public Servants' League of South Africa.

The league, which has about 20 000 coloured and African members, was formally recognised as a personnel organisation by the Commission for Administration late last year.

"We are asking for a non-discriminatory, well-paid and contented public service," it said in a statement issued by its national secretary, Mr B Wentzel.

## DISPARITY

The reasons given for the present disparity in service conditions are no longer acceptable to the league.

The argument that parity in salaries would increase inflation proved that black public servants were being used as a buffer against inflation.

Speculation about higher percentage salary increases for black than for white public servants was misleading, the league said.

## HEUNIS

The Public Servants' League expects to have discussion soon with the Minister of Internal Affairs, Mr Chris Heunis, on the service conditions of blacks in the civil service.

○ The white Public Servants' Association has demanded a 25 percent salary increase. The association has given the Commission for Administration until February 5 to respond to this and other demands.



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won't work  
with blacks

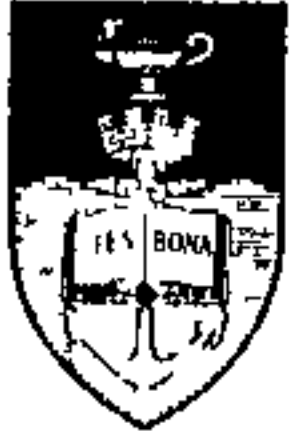
Own Correspondent

All coloured workers walked out of the A Wolff factory in Waltloo, Pretoria, over the employment of black labourers.

The 40 coloured painters and sprayers downed tools and resigned on Monday after being told blacks would be replacing some of them.

"If the blacks take our positions they will work for less pay," one worker, Mr Andy Oosthuizen said. "This means we won't get pay increases."

The workers' representatives, Mr E Julius and Mr E Alexander, and an Allied Steel Workers' Union spokesman will negotiate today with management



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THE Public Service League, the newly recognised personnel organisation for black public servants, says that the age of referring to black public servants as 'annexures' is past.

In a hard-hitting statement which criticises the Government for its policy towards black public servants, the league calls for parity in salaries, and rejects the argument that this will increase inflation

It says that this is proof that black public servants are being used 'as a buffer against inflation' and ask 'is this justifiable?'

'The disparity in the basic salaries which already exists cannot be eliminated by percentage increases

**BASIC**

Whites receiving a 15 percent increase on a R200 basic salary would be better off than blacks getting a 18 percent increase on a R100 basic salary

'Thus it only widens the present salary gap'

Asked why there are two organisations for public servants, the black Public Servants League and the white Public Servants Association (PSA) the general secretary of the League Mr Bernard Wentzel, said:

'A White Paper said it was preferable for there to be separate organisations, but that there could be a liaison body on a higher level

**FAVOUR**

'We will have to sit down and decide whether this is viable or not, so I would not like to say whether my organisation would favour this

'We have had tentative discussion with the PSA,' he said

A spokesman for the PSA in Pretoria refused to comment because 'we are in negotiations at the moment'

'The League said it was 'disappointed' to see there

were objections to the appointment of blacks to the 17 000 vacancies in the public service

**FACT**

'It is a fact many white public servants serve in departments exclusively meant for serving non-whites'

The statement said that, in a certain department, blacks were told they were 'promotable' but there were 'no vacancies'

The League said it hoped it will be realized that blacks are also public servants.

'We are asking for a non-discriminatory, well-paid and contented public service'

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**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column of the block on this cover the number of question you are answering
- 2 Blue or black ink must be used for writing answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

otes, pieces of paper or other material brought into the examination room candidates are so instructed are not to communicate with other candidates or with any person except the invigilator

- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**



ern Cape was a direct and gross interference in the market mechanism — was the Government prepared to scrap both, or either one?

The Government had declared its wish to do away with harmful discrimination. Was it prepared to abolish Section 16 of the Immobility Act, the Prohibition of Mixed Marriages Act or the Separate Amenities Act?

A Government that sits

by breaking up-squatter shacks one did not solve the housing problem, by forcibly removing people from one end to another one did not solve unemployment and poverty.

'Now that we know all this it is not enough that we simply take note of it — the Government has to act on it,' he said.

By acting on it the Government must

and those who opposed it, but also between the forces of moderation and evolutionary change on one hand, and the forces of left and right extremism on the other.

'This is what is at stake when the Government decides to confront the right wing Co-operation or confrontation over the future of South Africa,' he said.

field was to give them bargaining power.

This had been one of the recommendations contained in the Wrenah Commission report (the inquiry into labour legislation), which the Government had still failed to implement.

He said the Government probably feared that introducing such a measure would result in the formation of a Civil Service trade union. However, Parliament could pass legislation to control such bargaining power.

The Civil Service wants what any worker in the world wants — a means of recourse when he clashes with his employer,' said Mr Marais.

The Leader of the Opposition, Dr van Zyl separate development or an efficient Civil Service.

Parliamentary Staff

THE establishment of machinery whereby the Civil Service could exercise bargaining power would be more effective in regaining the confidence of the disillusioned Civil Service than another salary increase, Mr Kowitz Marais (PFP Johannesburg North) told the Assembly yesterday.

Speaking during the no-confidence debate, Mr Marais said the Government appeared to have only one recipe for keeping the Civil Service happy — small increases which did not keep pace with the cost of living.

Civil servants had lost confidence in the Government which could not afford to satisfy them financially. One way of making them more satis-

Dr Slabbert said that in the future both the private and public sector would have to make more and more use of non-white labour. This would be necessary in the short term to break away from the vicious inflationary cycle of wage demands, and in the long term to accommodate a fundamental change of direction in the labour field.

Inherent in this was a contradiction — no black would enthusiastically participate in the administration of his own domination. The Government faced a choice — separate development or an efficient Civil Service.

Innerment in this was a contradiction — no black would enthusiastically participate in the administration of his own domination. The Government faced a choice — separate development or an efficient Civil Service.

Slabbert fears steady

destruction of Press freedom

Parliamentary Staff

inhibits the functions of a free Press in our country.

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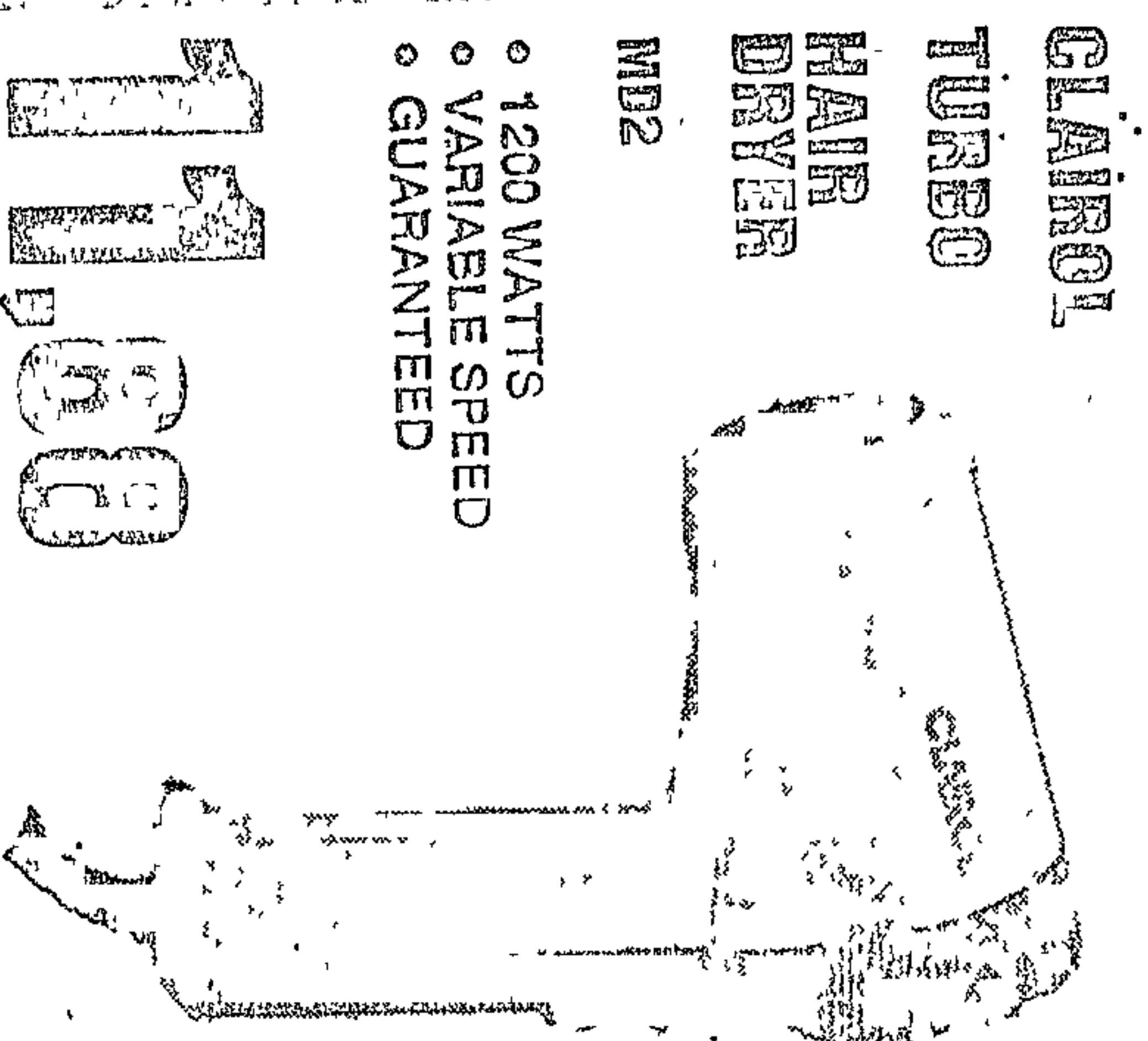
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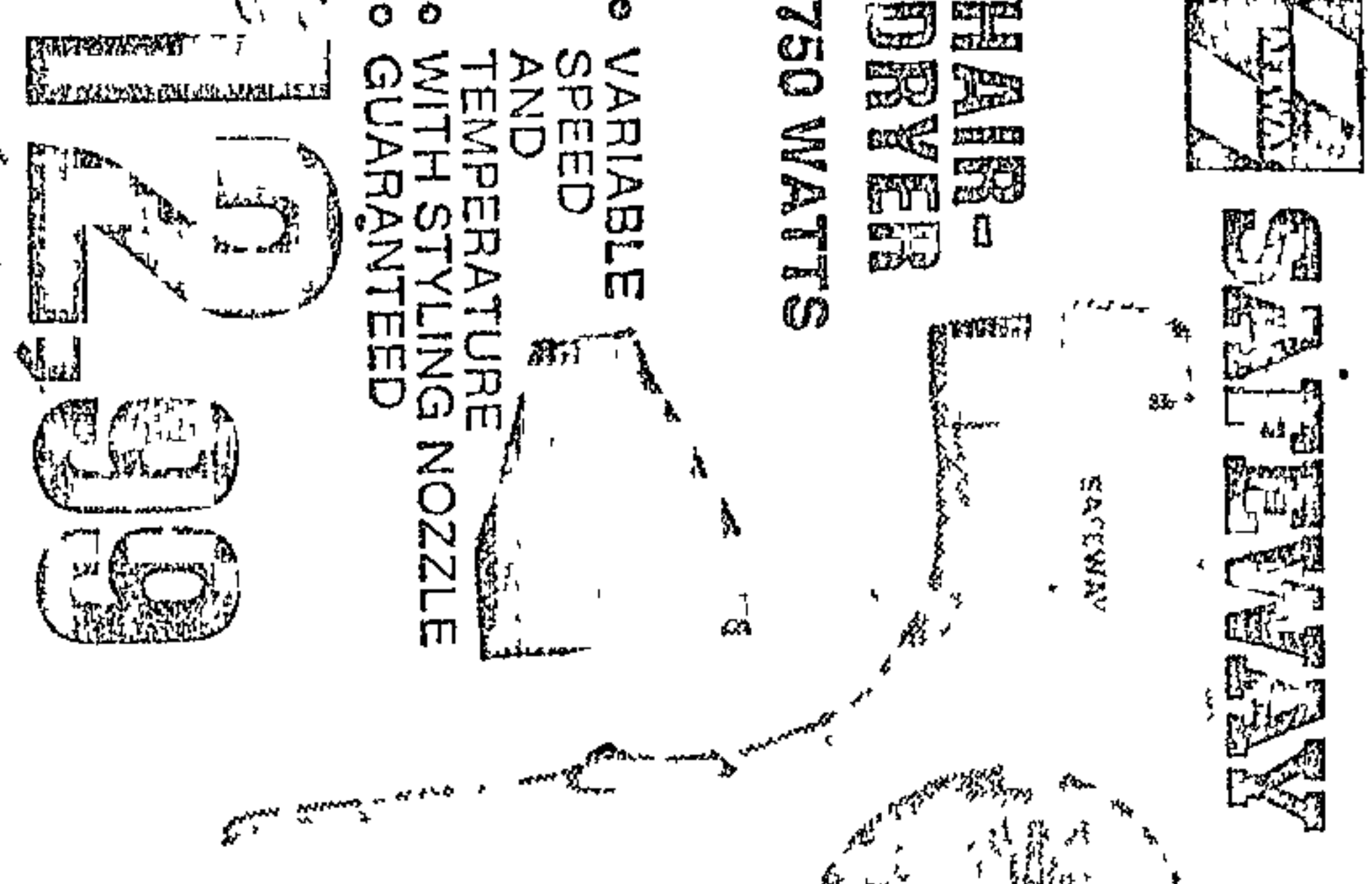
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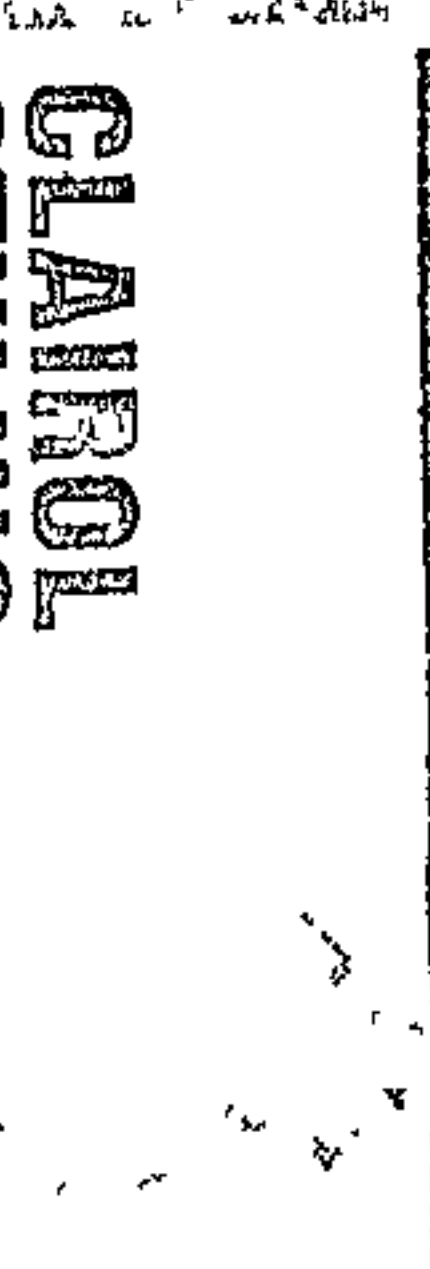
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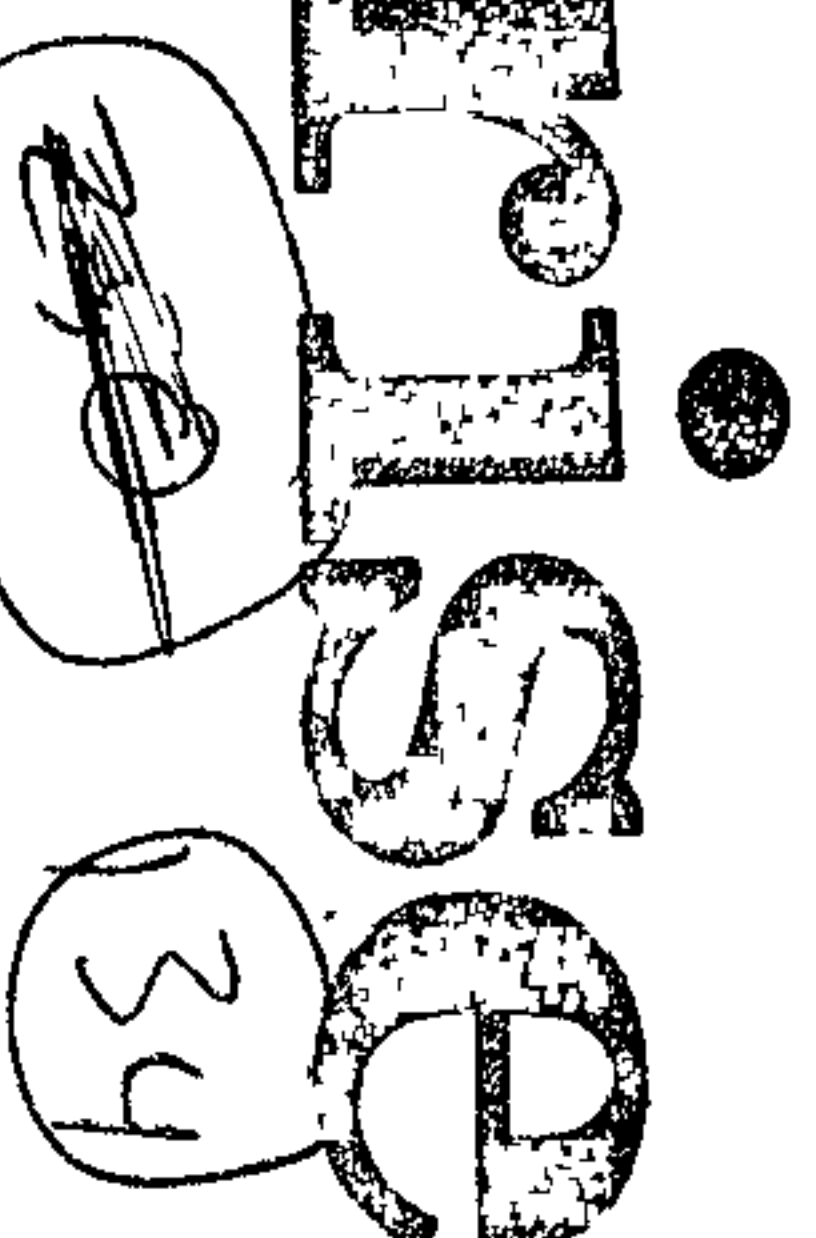
FAYS

ROTOR





# State says structure too rigid



BY GERALD REILLY

NEARLY 1-million public sector workers will know the extent of their 1982 salary increases by the end of this week — and the most optimistic forecast is that they will get at most 15 percent.

The Minister of State Administration, Dr. Andries Treurnicht, has promised to deal with the issue of public service salaries during this week's No Confidence Debate in the House of Assembly.

And the Commission for Administration has until Friday to respond to an ultimatum submitted to it after a special meeting of the executive of the Public Servants' Association early in January.

The executive demanded 25 percent increases for State staff, plus improved service and salary bargaining conditions.

In the light of the commission's response, the executive will meet again in Pretoria next Monday to decide on further action.

It is understood the Cabinet has bluntly rejected the demand for 25 percent.

**Massive**

# PRP hit NRP for 'political hoax'

BY SEAN O'CONNOR

THE New Republic Party's decision to expel a founder member, Mr. Frank Oberholzer, was a "political hoax blatant trick", a Progressive Party city councillor said yesterday.

Mr. David Nepe, the PRP's municipal election candidate in Joubert Park, said the PRP had expelled Mr. Oberholzer to try to bluff voters that the party was an opposition party.

## Waited

Mr. Oberholzer leads Johannesburg Independent Ratepayers Action Group which is in coalition with the Nation in the city council.

"Until Saturday, when Mr. Oberholzer was expelled, the NRP supported all his actions, so how can the NRP call an opposition party if it condoned the IRA?" Mr. Nepe asked.

Mr. Nepe said he had waited nearly a year to expel Mr. Oberholzer because the IRA's actions with the NP had been a "hoax".

"Instead of continuing the coalition from 1977, the NRP in 1977 by expelling Mr. Oberholzer and other IRA members, it has put forward Fossell and Major as NRP municipal candidates.

## Scurrilous

"The NRP's expulsion of Mr. Oberholzer is a blatant trick to divide the party and to divide the people."

The leader of the city council, Mr. Nepe, said the national body has meanwhile forbidden the

# Road Clash Looms

By LARRY LOMBARDO

A power struggle threatens to rock South African road running.

The Transvaal Road Running Association, which supports a professional system, has been summoned by the SARRA to a disciplinary hearing on February 13.

The national body has meanwhile forbidden the



another R1 000-million to the massive R2 200-million wage and salary bill for State staff.

Economists point out that without higher productivity — which they see as unlikely in the plodding environment of the public service — granting the demand would have meant R1 000-million of sheer inflation.

A Government source said an approaching period of low growth — between two and three percent is the most optimistic forecast — and continuing 15 percent-plus inflation were causing the Government and its economic advisers grave concern.

It was pointed out that private sector pay rise levels are affected by those granted in the public sector.

It is also understood that the Minister of Transport, Mr Hendrik Schoeman, has told some of the seven Railways staff associations that they are to get 15 percent rises.

### Exceptions

So with some exceptions, particularly for nurses and in other key sectors, increases will not go above 15 percent — and could be less, according to Pretoria sources.

According to Department of Statistics figures, the central government has 330 000 employees, 134 000 of them white, with an annual pay bill of R1 400-million; the Railways has 270 000 (115 000 whites), also with a wage bill of about R1 400 million, the Provincial departments have 245 000 (126 000 whites) earning R1 000-million; and the Post Office 78 000 (46 000 whites) paid R400-million.

RDM

1/2/82

134



THE Prime Minister, Mr P W Botha, last night proposed a special parliamentary debate on the reports of two commissions of inquiry — into the mass media and security legislation.

In a statement in the Assembly, Mr Botha said the two issues were linked because the Rabie Report, due to be tabled soon, would have direct relevance to important aspects of the Steyn Report on the Mass Media, tabled yesterday

He said the Steyn findings substantiated his criticism of sections of the Press and the shortcomings in its self-disciplinary procedure — but added that the Government was not bound to the proposals for a new media dispensation contained in the commission's draft Bill

Mr Botha said the comprehensive and lengthy Steyn Report demanded in-depth consideration. It was not an issue on which the Government could say yes or no

The inquiry dealt with the service functions of the Press in circumstances of national danger, a subject with many facets surrounded by deep differences of opinion and standpoint.

It was of urgent public importance that reflection and consultation should not be allowed to drag on indefinitely.

Mr Botha referred to his statement on the Press April 20, 1979

His standpoint was and is that all our authorities had an important responsibility to play open cards with the public through the Press as the most important channel of communication, but only as far as it was reconcilable with the normal rules of conduct and with the order of the

Steyn Commission had

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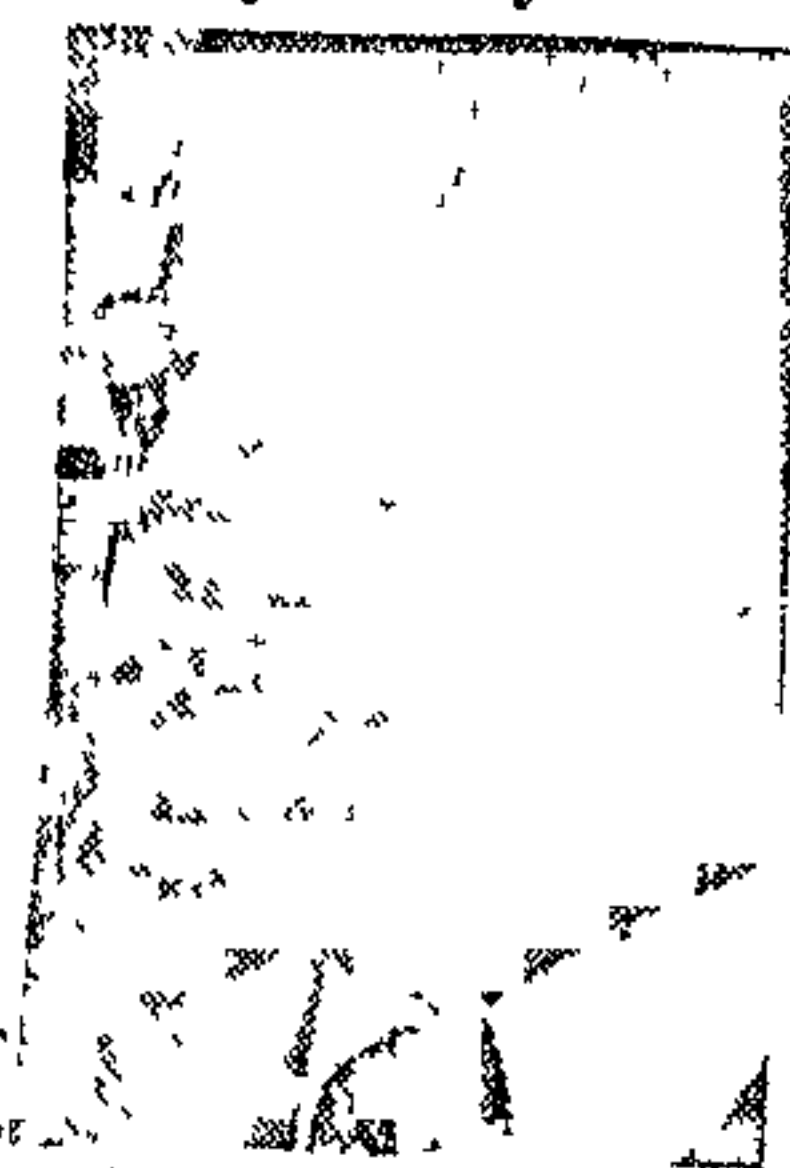
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Mr P W Botha  
Words recalled

emphasised with adequate evidence the full-scale, communist-inspired onslaught against South Africa, he said.

It was clear from the report that there was certain information in connection with this threat which could not be made known to ensure the security of the State and citizens certain information had to be handled on a confidential and secret level

Mr Botha referred to criticism in the report about the handling of information by various State bodies and on legislative curbs.

Where this criticism could be substantiated, the Government would try to introduce a process of rectification

Apart from administrative action, a Cabinet Committee would investigate the desirability of amending and consolidating legislation to facilitate the flow of official information to the media and thus the public

Mr Botha said his criticism of sections of the Press and his observations about shortcomings in its mechanism for self-discipline had been fully substantiated by the commission's findings.

The commission had revealed certain conditions within the media requiring attention at least as important as the examination the Government planned to give shortcomings on its own side

This called for "self-examination" by the media and reflection and correction in their own sphere

"Let me say immediately that the Government is in no way bound to a particular concept of a new media dispensation which the commission has submitted to it in the form of a draft Bill

"From experience we know that any proposal regarding legislation on the Press, however reasonably dressed, immediately gives rise to merely hysterical reaction in certain Press circles and that distorted interpretations then find their way overseas, to the great detriment of the country

"Whether legislation on the media is necessary and what form it should take is not a matter which the Govern-

All top editors say no to statutory controls

Political Reporter

THE main recommendation of the Steyn Commission — statutory control of the Press including a compulsory register of journalists — was strongly rejected by all South Africa's leading editors in evidence to the commission

It was also opposed by the organisations representing newspaper owners and most South African journalists.

Many editors warned that further State control of the Press could damage the industry irreparably and allow the Government to manipulate it at will for party-political ends

The commission's report said "professionalisation" was the only way to avoid Government censorship and statutory Press curbs

It believed Press freedom would be entrenched rather than endangered by turning journalism into a profession comparable to the legal and medical professions

Senior editors

But further statutory control of the Press was rejected in evidence by senior English and Afrikaans language editors including

Mr Rex Gibson of the Rand Daily Mail (editor of the Sunday Express at the time), Mr Allister Sparks, former Editor of the Mail, Mr Tertius Myburgh of the Sunday Times; Mr Stephen Mulholland of the Financial Mail

Dr Willem de Klerk of Die Transvaler; Mr Harald Pakendorf of Die Vaderland, Mr Ton Vosloo of Beeld, Mr Andrew Drysdale of the Pretoria News; Mr Harvey Tyson of The Star; Mr Harry O'Connor, who has since retired as editor of the Eastern Province Herald, Mr Michael Green of the Daily News, Mr Tony Heard of the Cape Times and Mr P G du Plessis of Hoofstad

The idea was also rejected by

Mr Benjamin Pogrand, Deputy Editor of the Mail, Mr James Clarke, assistant editor of The Star; Mr Joel Mervis, former editor of the Sunday Times, Mr James McClurg, ombudsman for the Mail, the Newspaper Press Union which represents the four major English and Afrikaans language newspaper companies, and the

Threat to all — journalists union chief

MR JOHN Allen, president of the Southern African Society of Journalists, yesterday described the Steyn Commission's proposal for a professional register of journalists as "a threat to the public even more than it is a threat to journalists"

"This is indicated by the fact that those who called on the commission for professionalisation of journalism and a statutory controlling

body represented interest groups wanting the Press to be controlled

"For this reason it is vitally important that the public at large, rather than journalists and newspaper owners, should be aware of what is at stake and should participate vigorously in the debate and discussions which will now take place"

He added "The concept of a professional register for journalists is in fundamental conflict with the principle that every member of society should be permitted to participate in his own government To do so he must be allowed, subject to the common law, to say what he wants to say in public

"But the compulsory enforcement of subjectively-defined standards on those who convey to others, through the media, facts and opinions, means that it is not journalists who are being shackled but society itself"

Freedom of speech could not be regulated, said Mr Allen

"Who has called for legislation, registration and control? — Politicians and Government departments," he said

"Who has not called for legislation registration and control? — Those who depend for their existence on a free flow of information and the right to discuss that information openly commerce and industry, universities, cultural, academic and scientific institutions

"The line between the two schools of thought can clearly be drawn between people and institutions who are essentially politically motivated and those who are not We hope that every member of the public will decide that freedom is preferable to control"

Who was to say whether reporting was "balanced" or "in context", or what was meant by "distortion" or "exaggeration" or "misrepresentation" or "summarisation," or whether "due care and responsibility" had been exercised as to "matters that may detrimentally affect the economy and the country's international position" — Sapa

Woman returns snatched toddlers

By EMILIA JAROSCHEK

TWO small Johannesburg boys who disappeared at the weekend — when the car in which their father had left them was stolen — are back

The mystery of their disappearance was solved at Lam yesterday when a woman dumped the two boys, one-year old Bilal and two-year old Yaseen Yusuf on the pavement outside their parents' flat in Diagonal Street, Johannesburg

Their father, Mr Ismail Yusuf, 36, said yesterday that a Mayfair woman had snatched the car while he went into a Fordsburg cafe to buy cigarettes on Sunday

"I had left the keys in the ignition When I came out, the car was gone I spent 14 frantic hours searching for the two boys until the woman, whom we have known for many years, turned up outside our flat after midnight

"She called my wife to the window, left the babies on the pavement and drove off," said Mr Yusuf

At 10am yesterday, the woman left the car outside Mr Yusuf's place of employment and disappeared

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Mainly fine and warm to hot, but partly cloudy over south-west with scattered thunder showers

FREE STATE and CAPE north of the Orange — Partly cloudy and hot with scattered thunder showers, except over the north and north-east Free State

CAPE south of the Orange — Fine to partly cloudy and warm, but hot over the interior It will become cloudy and cooler over the South West



# Now public servants

-ROM 4/2/82 (134)

(2170)

## expect 15%

THE April increases for South Africa's nearly 600 000 central and provincial government workers will cost about R400-million.

They will have to be satisfied with a maximum of 15 percent increases — which is 10 percent less than they demanded after a special meeting of the Public Servants' Association executive last month.

This is clear from a statement during the no-confidence debate in the House of Assembly yesterday by the Minister of State Administration, Dr Andries Treurnicht — although the Minister mentioned no specific percentage rise.

The coming increases are an important reason why the Minister of Finance, Mr Owen Horwood, is expected to announce taxation increases in his budget on March 24.

Dr Treurnicht told the Assembly the Government had accepted a package deal for public servants' pay rises, as well as a long-term programme to make the service more competitive.

Though he declined to say what the extent of the increases would be, the Minister said they would not be less than last year's losses to inflation.

On this basis, senior public servants pointed out last night, the increases would average about 15 percent.

Dr Treurnicht said the increases would apply to all

civil servants on central and provincial government levels as well as staff of particular extra-departmental institutions.

The Commission for Administration was now working out the details of the salary adjustments and these would be circularised to the various departments as soon as possible.

The Minister said the Government had also set aside an additional amount to make improvements in certain categories of employment where there were serious problems.

But the amount was not as large as the Government would have liked, he said.

### Investigations

The funds would be applied through the year as and when investigations into particular professional groups were finalised.

One such investigation — into the nursing profession — was due to be completed shortly, Dr Treurnicht said.

Public servants said last night the 15 percent increase would perpetuate the big pay backlog which had accumulated over the past decade.

The weak competitive position of the service on the labour market would also remain, they said — Staff Reporter and Sapa.

# WORKERS' PAY INQUIRY

## Chief Reporter

The Public Servants' Association executive is to meet on Monday to discuss further what steps should be taken as the result of the failure of the Government's announcement yesterday to resolve anomalies in the pay for Central Government workers.

The PSA says its members have suffered a pay backlog for several years, compared with other State and semi-State workers.

Workers with the Railways, Post Office, Eskom and Iscor received higher pay rises in the past few years than Central Government workers, and the PSA has asked for a 25 percent increase to help wipe out this backlog.

But in his statement yesterday, the Minister of State Administration, Dr Treurnicht, did not indicate a higher increase for Cen-

# PSA will meet on pay rises

tral Government workers

He said rises would be not less than the inflation rate last year — about 14,4 percent. Observers believe the average increases will be 15 percent — 10 percent less than the PSA is asking.

Dr Colin Cameron, the PSA president, said today that there were still anomalies in Central Government pay, and it seemed no attempt had been made

to solve pay problems in beginners' ranks

The PSA says it is in these ranks that low pay has led to severe shortages.

Dr Cameron said that when the PSA executive meets on Monday there would be greater clarity about the details of the pay rises.

In his statement yesterday, Dr Treurnicht also confirmed the Government's acceptance in principle of professional differentiation

# Govt pay package 'unlikely to satisfy'

## Political Staff

CAPE TOWN — The Government was warned today that its package offer to public servants was unlikely to satisfy them or stop them resigning.

The Opposition spokesman on state administration, M Kwaqwe M... said Dr Treurnicht's announcement in the Assembly yesterday had done nothing to check the deteriorating situation.

Apart from the Minister of State Administration's assurance that the public would get increases of not less than the inflation rate, his announcement amounted to little more than a promise.

The offer meant only that public servants would not have their real income further eroded for some months.

Nothing would be done to remove the salary gap between the central service and officers serving local authorities, control State institutions — one of the most important services of the Government.

*270* *134* *Star 4/2/82*



# Executive to discuss Govt deal

WOM 134  
6/2/82

THE executive of the Public Servants' Association, meets in Pretoria on Monday night to discuss the plight of Government workers and the package deal mentioned in the House of Assembly this week by the Minister of State Administration, Dr Andries Treurnicht

The PSA executive last month issued an ultimatum to the Commission for Administration demanding 25 percent increases and improvements in conditions of service for public servants

The commission has replied to the demands and the matter will be on the agenda on Monday

## Inflation

Meanwhile, in the light of Dr Treurnicht's statement that public servants' pay rises would compensate for the inflation rate of the past year, the increases are expected to be between 13 and 15 percent

The Government has claimed that last year's inflation rate was 13,8 percent but economists say that if the calculation is based on the monthly increase then the rate for the year was 15,2 percent

Whatever is decided,

By GERALD REILLY

economists point out, the increases will be inflationary

Across-the-board increases of about 15 percent for the 1-million workers in the public sector would mean an annual salary and wage bill of about R5 000-million, according to calculations based on figures from the Department of Statistics

Economists have warned there is no chance that the increases, or even a significant part of them, would be offset by higher productivity

The combined salary bill for the Central Government and provincial departments, the Railways and the Post Office this year is about R4 250-million

Senior Government workers say increases of 15 percent would fail if the objective was to plug the resignation drain and step up recruitment

# Unions plan nationwide Aggett day

By STEVEN FRIEDMAN

SOME of the country's biggest black unions are planning a national, half-hour work stoppage on Thursday morning to mourn the death in detention of unionist Dr Neil Aggett — and will ask employers to agree to this step.

The call on workers and employers to observe a half-hour stoppage in mourning has been made by Dr Aggett's union, the Food and Canning Workers' Union

It has been supported by the Federation of SA Trade Unions, which has more than 95 000 members

The call is unprecedented and unions say they hope the brief stoppage will take place with the co-operation of employers

The leaders of South Africa's two main employer organisations, Assocom and the Federated Chamber of Industries, who have both expressed concern over the death, reacted cautiously to the unions' call yesterday

## Action plan

A Fosatu spokesman said yesterday that three union national executives had already met to plan action for a period of mourning

And in the Transvaal, he said, Fosatu had organised shop steward council meetings in Springs, Benoni, Katlehong, Vereeniging and other areas to discuss plans for the brief stoppage

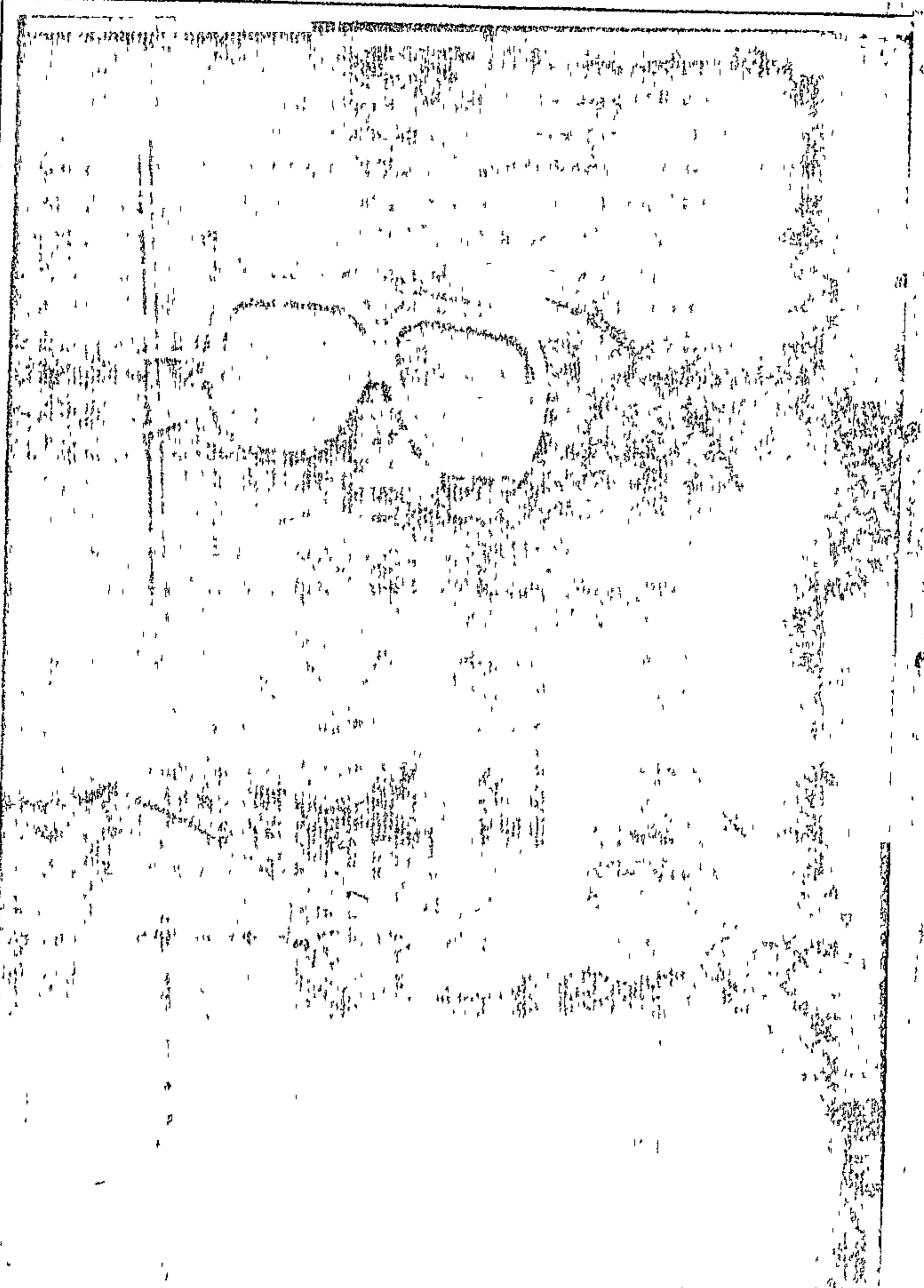
In addition, a meeting of the Transvaal Solidarity Committee — which comprises all local independent unions, regardless of affiliation — will be held tomorrow

It is understood that worker representatives in all factories where the unions have a presence will approach their managements and ask them to agree to a stoppage starting at 11 30 on Thursday morning

Unionists are hopeful many employers will treat the request sympathetically.

## Serious

They say statements by Assocom and the FCI last Friday acknowledged the serious



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ness of the situation created by Dr Aggett's death

Yesterday Mr Gordon Stuart-Reckling, president of Assocom, said the organisation had already called for the recommendations of the Rabie Commission on security to be implemented and had asked that detainees be brought to trial as soon as possible

"The Rabie recommendations go a long way towards improving the handling of detainees and they should be implemented as soon as possible," he said

"I do not know how employers will react to this latest situation and I am not here to tell people how to run their businesses

"We have given our view, that the death in detention of Dr Aggett can only complicate the evolution of sound industrial relations in South Africa.

"But the implementation of the Rabie Commission's recommendations is the crux of the matter"

Mr Chris du Toit, the FCI president, said he would not comment until he had discussed the union statement with senior executives

### Original

The original call for a stoppage came in a statement yesterday by the FCWU, of which Dr Aggett was Transvaal secretary

It said "A day of mourning on Thursday, February 11, is being called by the union of which Neil Aggett was Transvaal secretary. Employers and workers at all factories are asked to observe a national work stoppage at 11 30am on Thursday for half an hour"

The union said Dr Aggett died "because of his outstanding work for our union and the unity of all workers"

It added "His death must be commemorated in a proper manner and those who are responsible must feel our full shock and anger"

The union blamed Security Police and the Department of Manpower "which has condoned the vendetta of the Security Police against trade unions" for the death, and said it "marks a turning point in relations between unions and the State"

It added "The statements made by major employer associations such as Assocom and the FCI show that they realise this and we look to all employers and employer bodies to support our call"

© In London yesterday, SATIS, a trade union pressure group within the Anti-Apartheid Movement, delivered a message to the British Prime Minister, Mrs Margaret Thatcher, urging her to put pressure on South Africa for an independent inquiry into Dr Aggett's death in detention.

● See Page 5

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RDM

## Floyd 'adjusting' to Aggett's death

RDM 8/2/82 By ANNE SACKS

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DETAINEE Dr Liz Floyd is still in the psychiatric unit of the Johannesburg Hospital, where her parents said she was "bearing up well" to the death of her boyfriend, Dr Neil Aggett

Dr Aggett, 28, Transvaal secretary of the Food and Canning Workers' Union, died while in security police detention on Friday morning. When Dr Floyd was told of his death by her parents, she collapsed and was rushed to the Johannesburg Hospital, where she is under armed police guard. She is a medical officer for several Soweto clinics.

Her parents, Mr Hugh and Mrs Mary Floyd, who flew to Johannesburg from Cape Town on Friday, said Dr Floyd, 27, was adjusting not only to the death of her boyfriend of seven years but also to being out of solitary confinement. She was detained 71 days ago and held in terms of Section Six of the Terrorism Act.

Six people were arrested, charged and released after a motor cavalcade of 90 cars circled John Vorster Square on Saturday afternoon to protest against deaths in detention and to show solidarity with other detainees.

A cavalcade circled the Hillbrow police station, where a Johannesburg journalist, Miss Liz McGregor, was charged for disturbing the peace and told to appear in court this morning.

### Breakfast Quip



"Great news! they're shelving perks tax"



329 134 Stan 8/2/82

# Thousands join Aggett protest

**Labour Staff**  
A countrywide half-hour work stoppage is being organised on Thursday to protest the death in detention last week of trade unionist Dr Neil Aggett. And in London today the Anti-Apartheid Movement has organised a major rally outside the South African Embassy.

Dr Aggett, the Transvaal secretary for the Food and Canning Workers' Union, who was detained by the Security Police last November, was found dead in his cell at John Vorster Square early Friday morning. Police said he had hanged himself.

The call for the 30-minute protest between 11.30 and noon on Thursday came from Dr Aggett's union after a meeting yesterday.

The stoppage received immediate support from other independent trade union bodies such as the 90,000 strong Federation of South African Trade Unions (Fosatu), the Council of South African Trade Unions (Cusa), the General Workers' Union and the Western Cape branch of the Commercial, Catering and Allied Workers' Union.

More union group-

pings are expected to announce their support for the protest during the week.

The food and canning Union's general secretary, Mr Jan Theeron, said in a statement last night that they were "not seeking confrontation with the employers."

The Students' Representative Council of the University of the Witwatersrand has called on the university to

observe the half-hour stoppage.

Several hundred people are expected to picket the South African Embassy in London today, reports The Star's London Bureau.

Trade unionists are expected to join the protest which has been organised by the Anti-Apartheid Movement.

The chairman of South Africa The Imperson Society (Sat-

is) Mr Des Starks, has called on the British Government to launch an immediate and independent inquiry into Dr Aggett's death.

"Her Majesty's Government must also act decisively by intervening with the South African authorities to secure the release of all those detained," Mr Starks said.

Unionist and anti-apartheid campaigner Mr Peter Hain has also called on the British trade union movement to implement its policies of sanctions against South Africa in the wake of Dr Aggett's death. The secretary of the Anti-Apartheid Movement, Mr Mike Terry, has blamed the South African authorities for the latest death in detention, stating that Dr Aggett was "murdered".

## 'Charge or release' plea

The Council of the University of the Witwatersrand today called for detainees to be charged or released—or to be allowed independent medical examinations.

The Council, the university's ruling body, noted in a statement that eight Wits students and three staff members were among those detained. Some had been detained

for many months.

Conditions of detention which were known to the Council were harsh and would have severe psychological effects, particularly on young people, said the statement.

The Council also asked that other detainees should be brought to court without delay and, where possible, allowed bail.

## Girlfriend still under psychiatric treatment

By Mike Cohen

Dr Liz Floyd, the girlfriend of Dr Neil Aggett, is still receiving psychiatric treatment in hospital after being told of his death in detention.

Dr Aggett was found hanged in his cell at John Vorster Square at 1.30 am on Friday.

He had been held under Section 6 of the Terrorism Act since last November.

Dr Floyd, who was held at the same time and is also a Terrorism Act detainee, is now in Johannesburg Hospital under armed police guard.

Members of detainees' families protested today outside John Vorster Square.

They placards called for the release of detainees, and mourned the death of Dr Aggett.

They also wore black armbands.

The relatives stood in protest one at a time to avoid contravening the Riotous Assemblies Act.

A statement issued by the Detainees' Parents' Action Support Committee on Saturday afternoon said their visits to detainees on Saturday "have served to confirm our worst fears concerning the physical and mental welfare of our detained relatives."

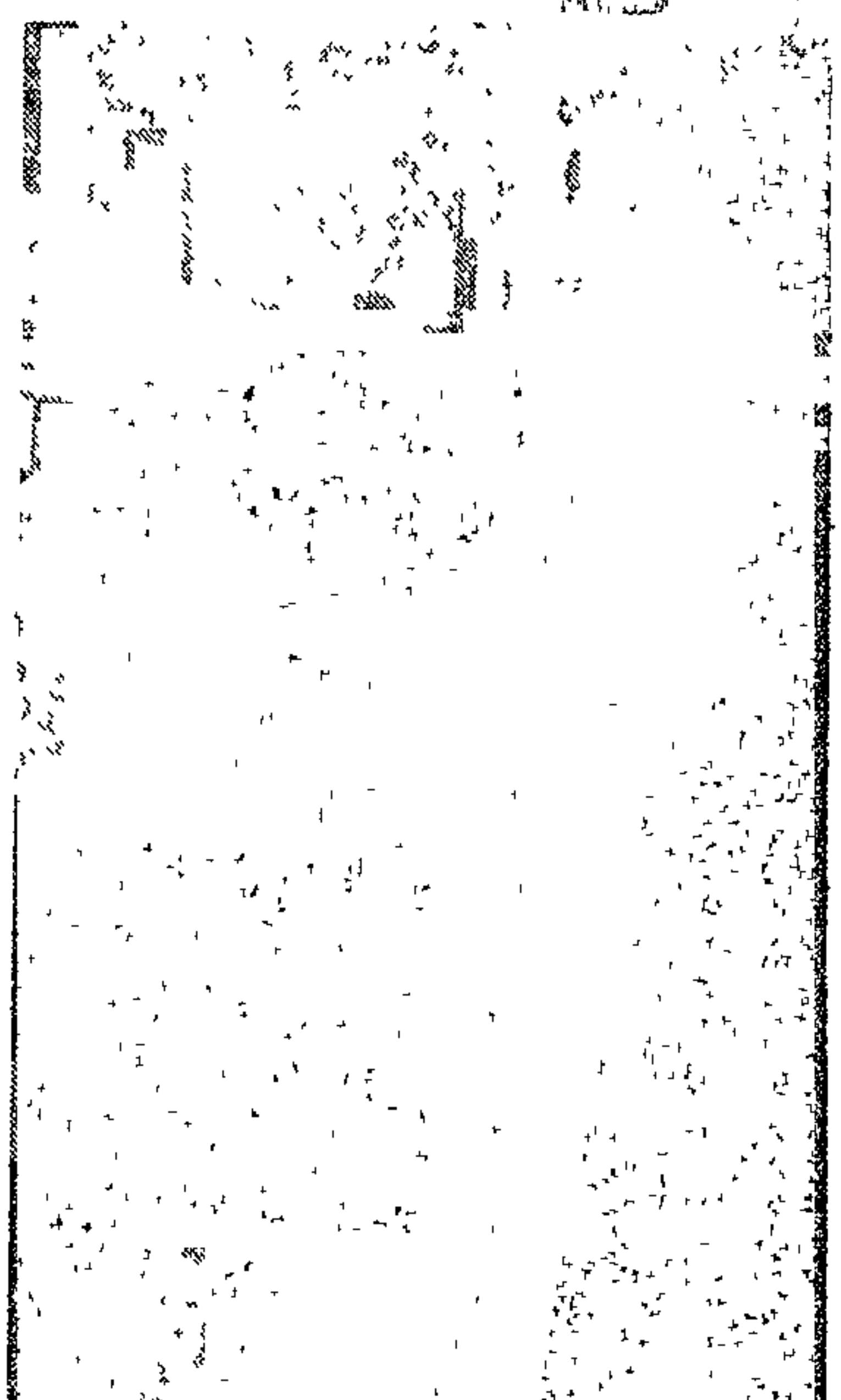
"Although a few visits were satisfactory, most of us who had visits were granted interviews by only 10 minutes or less, in which we were expressly prevented from discussing the conditions under which our relatives are being detained, the very purpose of these visits. Of even

more grave concern to us is that visits have been refused to some detainees."

"If the Security Police are not willing for the detainees to discuss their treatment, even in the intimidating presence of their interrogators, then we can only conclude that the Security Police have something to hide."

"We conclude therefore that some, at least, of the detainees have been and are being subjected to mental and/or physical torture."

"It is imperative that independent medical practitioners and, where required, psychiatrists appointed by the families be permitted to see all the detainees immediately and without interference, and alone."



A lone protester stands outside John Vorster Square today in sympathy for Dr Neil Aggett, who died in detention last week. Several family members of other detainees also mourned his death and called for the release of their relatives.



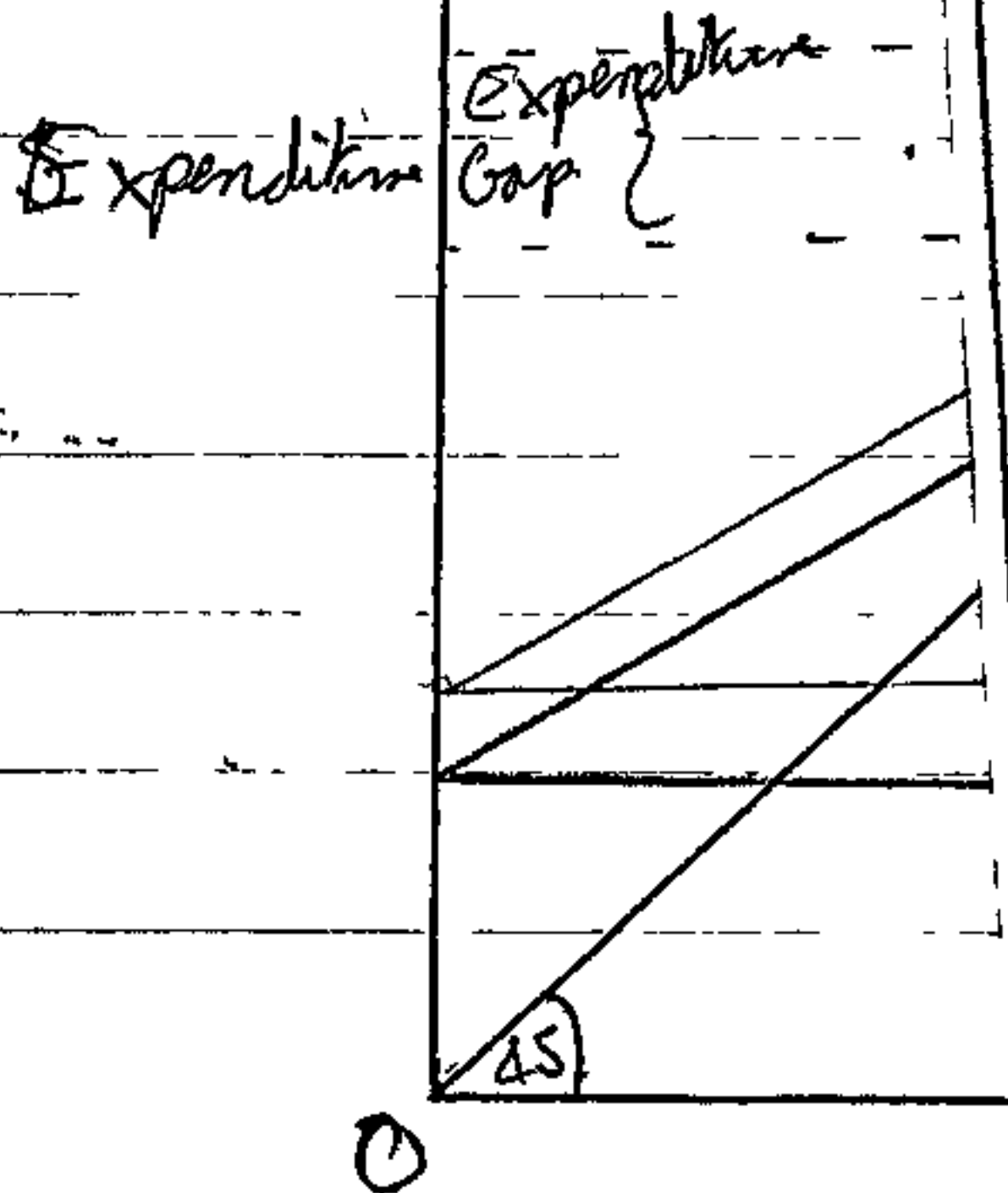
# Public servants meet on pay deal

ROM 9/2/82

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after gov. measure  
before gov. measure

$$XG = \frac{E_{\text{extra Gov.}}}{Exp.}$$



THE "pay package deal" promised the country's 600 000 central Government and provincial employees was reviewed at a meeting of the executive of the Public Servants' Association in Pretoria last night

Although no statement was issued, it is clear the expected maximum 15 percent increases from April 1 for Government and provincial workers will do little to eliminate wide-spread dissatisfaction in the service. The president of the PSA, Dr Colin Cameron, said a statement would be issued this morning

## Demands

Last night, the commission discussed their response to demands made by the executive early in January - in-

By GERALD REILLY

cluding 25 percent pay rises - and the statement in the Assembly last week by the Minister of State Administration, Dr Andries Treurnicht, that the Government had accepted the package deal for public servants, as well as a long-term programme to make the service more competitive

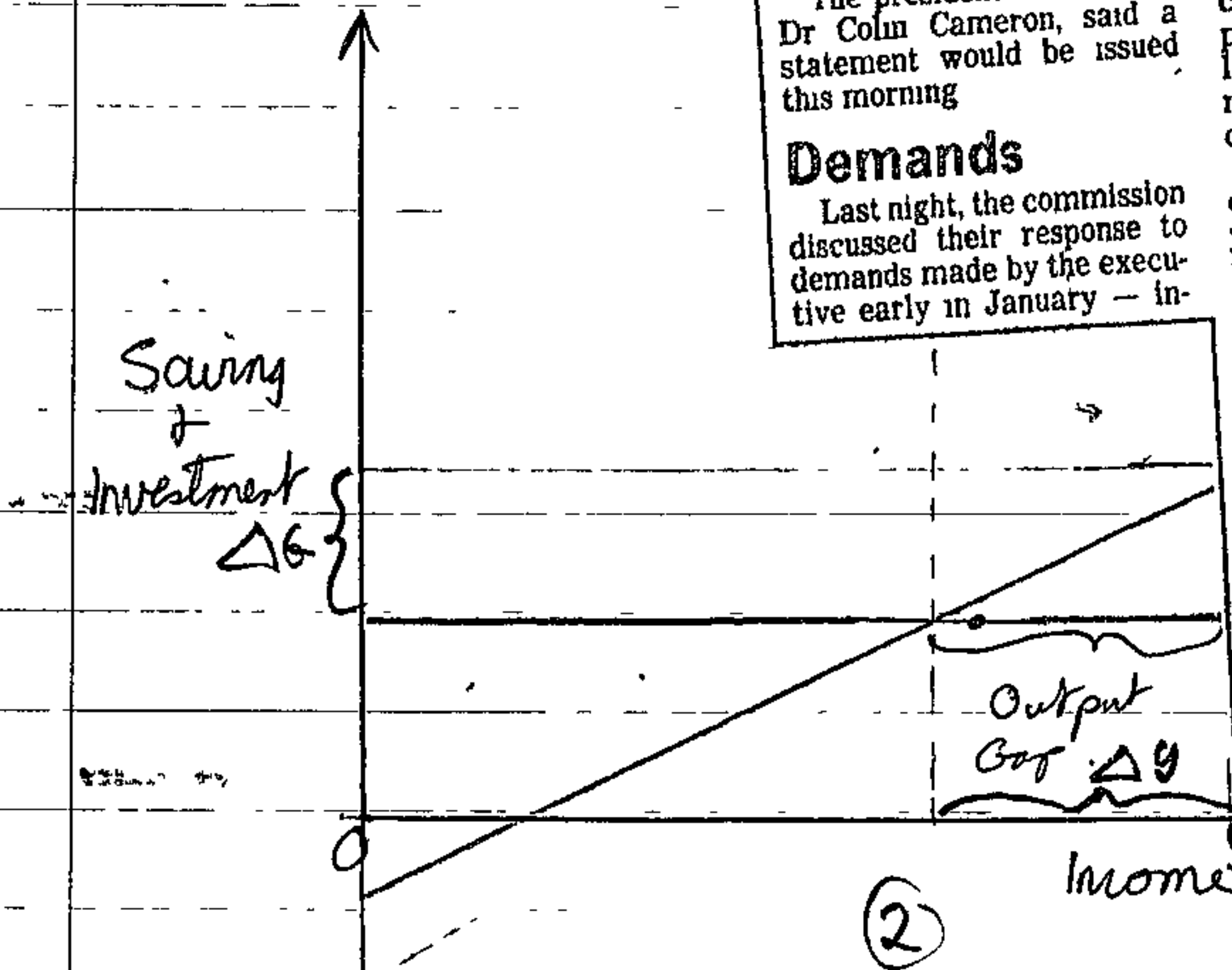
The Minister promised increases not less than last year's losses, because of inflation.

The staff crisis in the service, senior Government workers claim, will persist until realistic increases - to bring the service into line with the private sector - are paid

## Desperate

The staff shortage is estimated at about 20 000 on a full establishment of just less than 80 000. The shortage in some departments, particularly the Inland Revenue office, is "desperate"

The Public Servants' Association has made a particular plea for bigger increases at the entry of lower levels of the service.



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Potential

Both the above diagrams are supposed to indicate the same thing - a deflationary gap with its consequent output gap. A deflationary gap occurs where national income settles at a level below <sup>potential</sup> national income. Keynesians felt that in this situation the government can increase government expenditure to close it. Using diagram 2, as can be seen national income is well below potential income. By <sup>keeping taxes constant</sup> ~~cutting taxes~~ and by raising gov. spending <sup>by  $\Delta G$</sup>  the community is capable of shifting national income <sup>by  $\Delta Y$</sup> . However  $\Delta Y$  rises by a greater amount than  $\Delta G$  because

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Staw 10/11 9/2/82 (134) (250)

# PSA steps down on wages

By David Breier,  
Chief Reporter

South Africa's Public Servants Association has expressed bitter disappointment in this year's pay increases but has avoided a militant stand in favour of a conciliatory approach

There were fears that the meeting of the PSA executive committee would recommend protest action, including public meetings and increased agitation for a trade union

Public servants had been hoping for a pay increase of 25 percent

to help make up the backlog they had suffered due to the anti-inflation drive over the past five or six years

But in his statement last week, the Minister of State Administration, Dr Treurnicht, indicated that pay increases would not be less than last year's

inflation rate. This points to pay increases of about 15 percent in April after the Budget is tabled

In his statement today, Dr Colin Cameron, president of the PSA, indicated a more conciliatory approach than had been feared by the Government

"The announced salary adjustment, more or less equal to the reduction in the purchasing power of the salary rand over the past year, does not satisfy officials in any way because it by no means wipes out the

To Page 3, Col 5

Public servants step down (250) (134)

Continued

backlog and does not promote the retention and recruitment of quality staff.

"Public servants are nevertheless optimistic over, and harbour great expectations for the new approach to pay, namely to make public service salaries comparable to those in the private sector," he said

Dr Cameron added that the Commission for Administration of the Government's personnel department, in consultation with the PSA, had drawn up a programme for restructuring the public service on a basis of professional differentiation.

No details of this new structure are available, but it could point to improved salary scales for professions within the public service which experience severe shortages — nursing, for instance

Dr Cameron said that while in the present economic climate funds were limited, the Government had indicated that it was willing to carry out the programme as soon as possible.

The PSA executive has set a timetable — a maximum time — for the implementation of this pay differentiation programme.

# NEW ASSOCIATION FOR PENSIONERS

Staff Reporter

A NEW non-racial association which will create more than 4 000 jobs for pensioners and retired people and enable them to provide advice and services among themselves, was launched at a public meeting in the Good Hope Centre yesterday.

To be called the Association of Retired Persons and Pensioners (ARRP), it is estimated that about one-and-a-half million people in South Africa are eligible for membership. Opening the inaugural meeting, attended by about 150 pensioners and retired people, the Mayor of Cape Town, Mr Kosi van Zyl said, "I myself am a retired person and pensioner and I have experience of how one has to manage on a fixed income and how

money values have depreciated over the years

"The older generation is still capable of making a worthwhile contribution to society and have experience, knowledge and skills to offer."

Commandant H M Joynt, founder and chairman of the association explained how the association would work.

"We have established this association to extend the purchasing power of your income by whatever legal means possible," he told the audience.

"We will not let increasing charges drive us to charitable organizations for our daily bread — not without a fight."

"We want to move away from charity in order to regain our chin-up pos-

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Commandant Joynt said 165-branch offices of the association (one in every parliamentary constituency) would be set up. These offices would be manned by six association members each, providing jobs for 990 pensioners and retired people. Work at these offices would include administration and information membership enrolment, book-keeping, data-processing, reception/typing and clerical work.

In addition each branch office would be controlled by a management committee which would provide a further 1 155 job vacancies.

Part of the services of these offices would be to help pensioners obtain advice and services among themselves. "In this way the best advice can be

obtained free or at a nominal charge by members of the association who have built up know-how over the years which, at the moment, is going to waste. We can do things for each other," said Commandant Joynt.

He said a further 1 980 job vacancies existed in the association's self-help and help from businesses programmes.

"There is no need to die of loneliness should be there the moment you need us," he said.

Membership fees are proportionate to income and range from R2 to R10 annually.

Prospective members should apply to The Secretary, ARRP P O Box 12075, Cape Town 8010



Cape Town 10/22/82

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# Aggett was 43rd detainee to die

By NEVILLE FRANSMAN

THE death in detention of trade unionist Dr Neil Aggett has once more highlighted an aspect of the South African legal system — detention without trial — which has for the past 20 years been at the root of much controversy, anger and bitterness.

Dr Aggett was the 43th person to die in security detention since 1963 — and the first white person to die in this way.

He is one of hundreds of people who have been detained without trial since the Parliament passed a law, almost 20 years ago, which allowed the police to detain people on suspicion and hold them without trial or charge for 90 days. Later provision was made for people to be detained for 180 days.

This term of detention has been overtaken by later amendments to South Africa's security legislation which stipulate that the police may hold a person for 14 days under section 22 of the General Laws Amendment Act for purposes of interrogation, for six months under section 12B of the Internal Security Act (aimed at trial witnesses), and indefinitely in terms of section six of the Terrorism Act.

## Ministerial order

Besides, a person may also be held in "preventive detention" for a period of 12 months by ministerial order which is renewable. This is also in terms of the Internal Security Act (section 10).

The Transkei Government detains people in terms of Proclamation 400 and, according to SA Institute of Race Relations records, at least three people have died while being held under this law.

Of the 43 who have died in security detention, at least 16 are reported to have committed suicide by hanging, while two others died by their own hands without details being known.

Six detainees fell several floors to their death, while 12 were found by magistrates to have died of natural causes. No details were available in the case of death of seven detainees.

The death toll was seven in 1969 with a local and international outcry following the death of Imam Abdulhah Haron in September in this year. It was found that he had died of heart trouble partly brought on by injuries received while in custody.

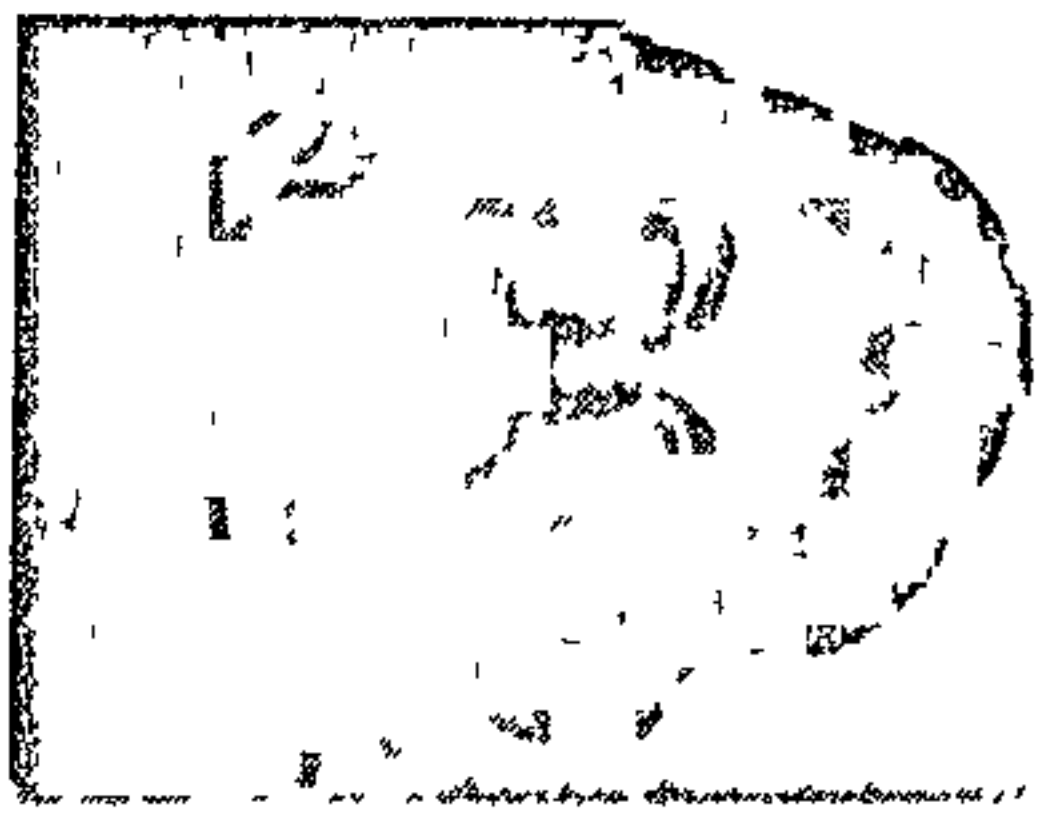
No deaths were reported during the next year but another furor erupted after Mr Ahmed Timol fell from a 10th-floor window at John Vorster Square during interrogation in October 1971.

## 'Year of Soweto'

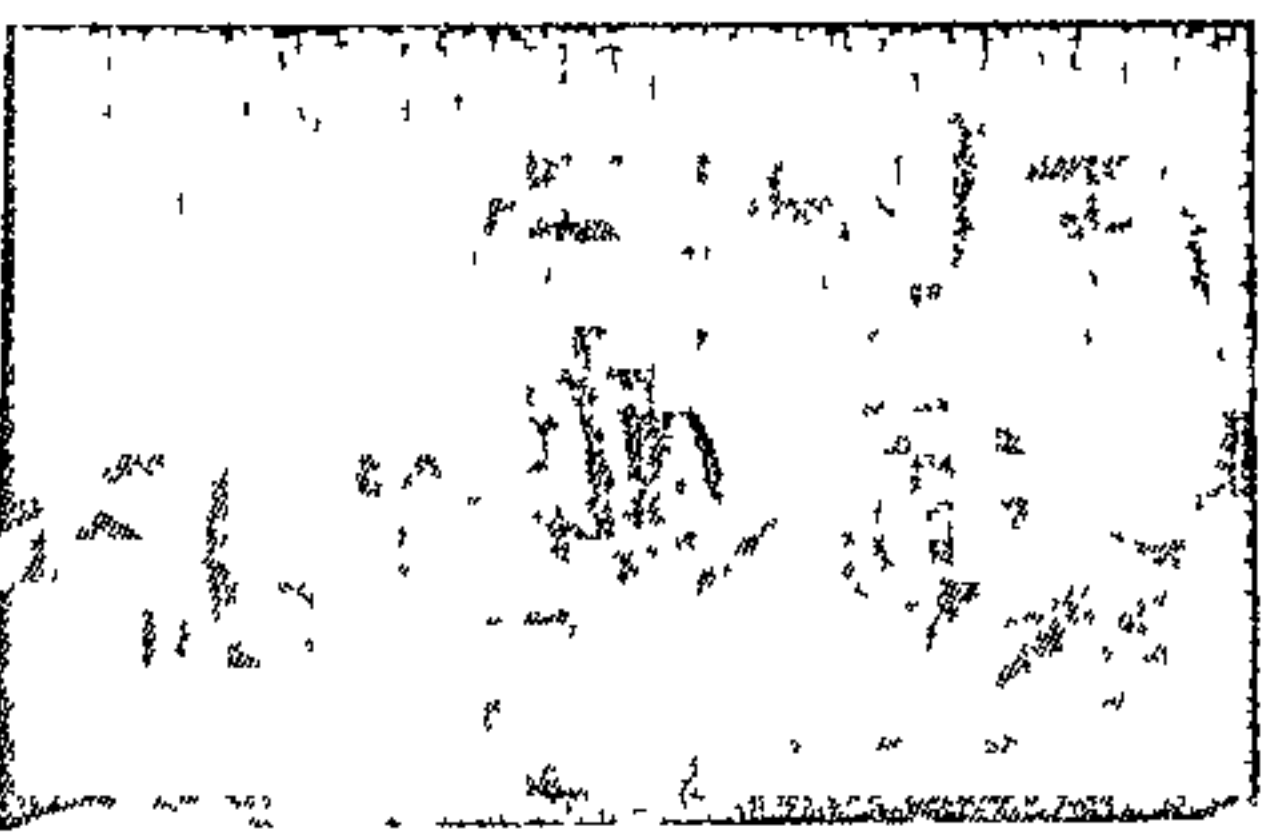
Then for five years South Africa was spared the agony of a detainee dying while in the hands of the police — till 1976, the "year of Soweto", when eight deaths were recorded, and 1977, when 11 people died while in police custody.

This two-year period climaxed with the death of black consciousness leader Mr Steve Biko, which probably elicited the most critical response, here and overseas, of all the deaths in detention reported thus far.

The four-year period after Mr Biko died was marked by only two persons dying in police custody. And now Dr Neil Aggett has been found hanged.



Dr Neil Aggett



Imam Haron

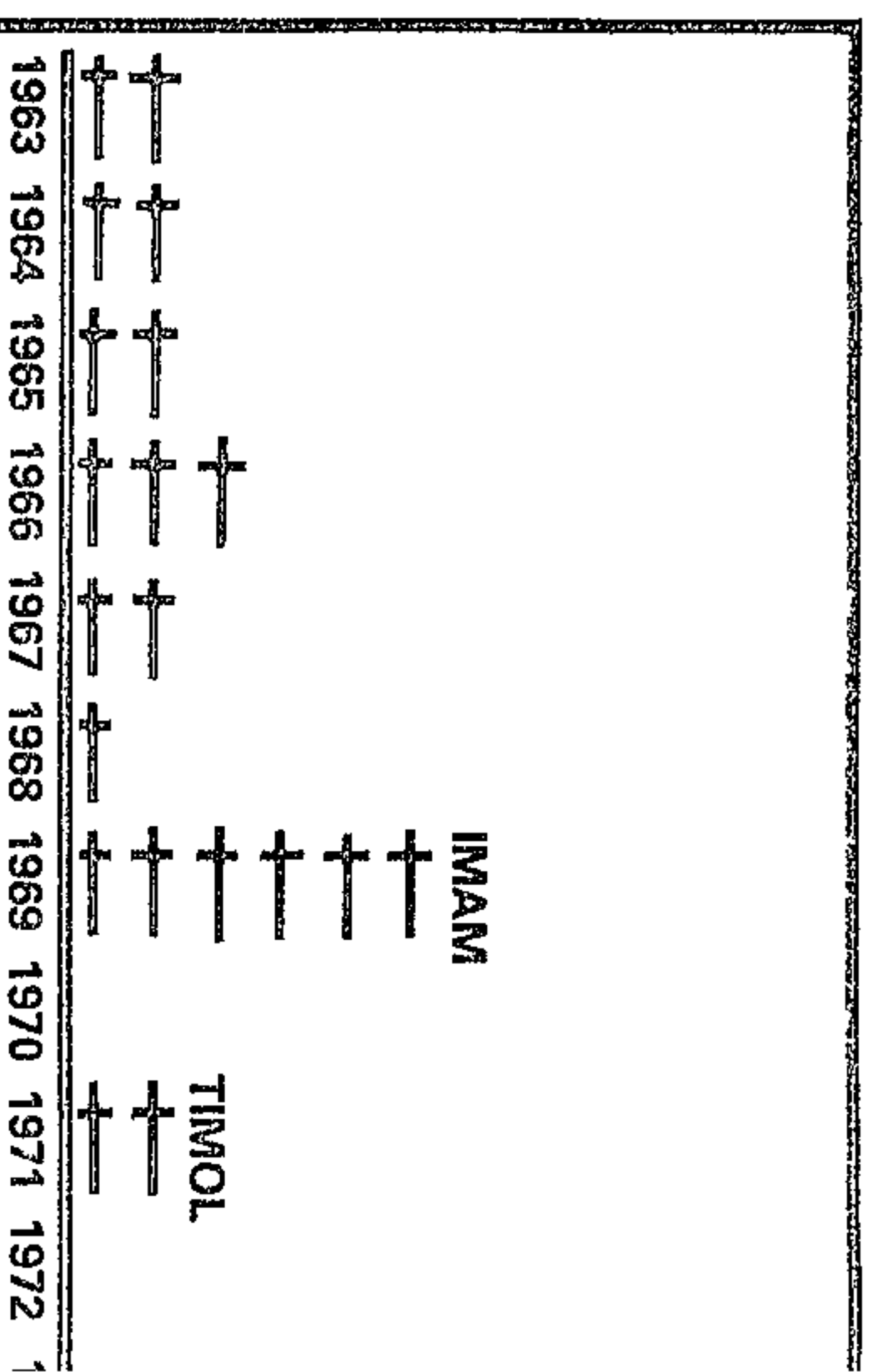


Mr Steve Biko

# Died while being held

THE following is a chronological list of people reported to have died in detention. The list has been compiled with the aid of the South African Institute of Race Relations.

- 1 Mr Looksmart Ngudie died on 5/9/63. He was banned post-humously and the inquest finding was suicide by hanging.
- 2 Mr Bellington Mamphe also in September 1963 (exact date unknown), announced 140 days after he was detained.
- 3 Mr James Tyita 24.1.64. Pre-trial found hanging in cell by sear.
- 4 Mr Suliman Saloojee 9.9.64. Fell seven floors from a window at security police headquarters in Johannesburg during interrogation and sustained multiple injuries. Magistrate's finding: No irregularities.
- 5 Mr Negeni Gara 9.5.65. Detained under Transkei Proclamation 400. Finding: Death from natural causes.
- 6 Mr Pongolosa Hoge 9.5.65. Transkei Proc 400. Finding: Death from natural causes.
- 7 Mr James Hamakwayo 1966 (exact date unknown). Suicide by hanging.
- 8 Mr Hangula Shonyeka 9/10/66. Suicide.
- 9 Mr L Y Leong Pin 19/11/66. Died in Leeuwkop Prison, Pretoria. Suicide by hanging.
- 10 Mr Ah Yan 5/1/67. Silverton police cells. Suicide by hanging.
- 11 Mr Alphens Madiba 9.9.67. Suicide by hanging.
- 12 Mr J B Tubakwa 11/9/68. Suicide by hanging.
- 13 Unidentified. Cause unknown according to statement in parliament in January 1969.
- 14 Mr Nicodimus Kgothe 5/2/69. Post-mortem. Bronchopneumonia, bruises, abrasions

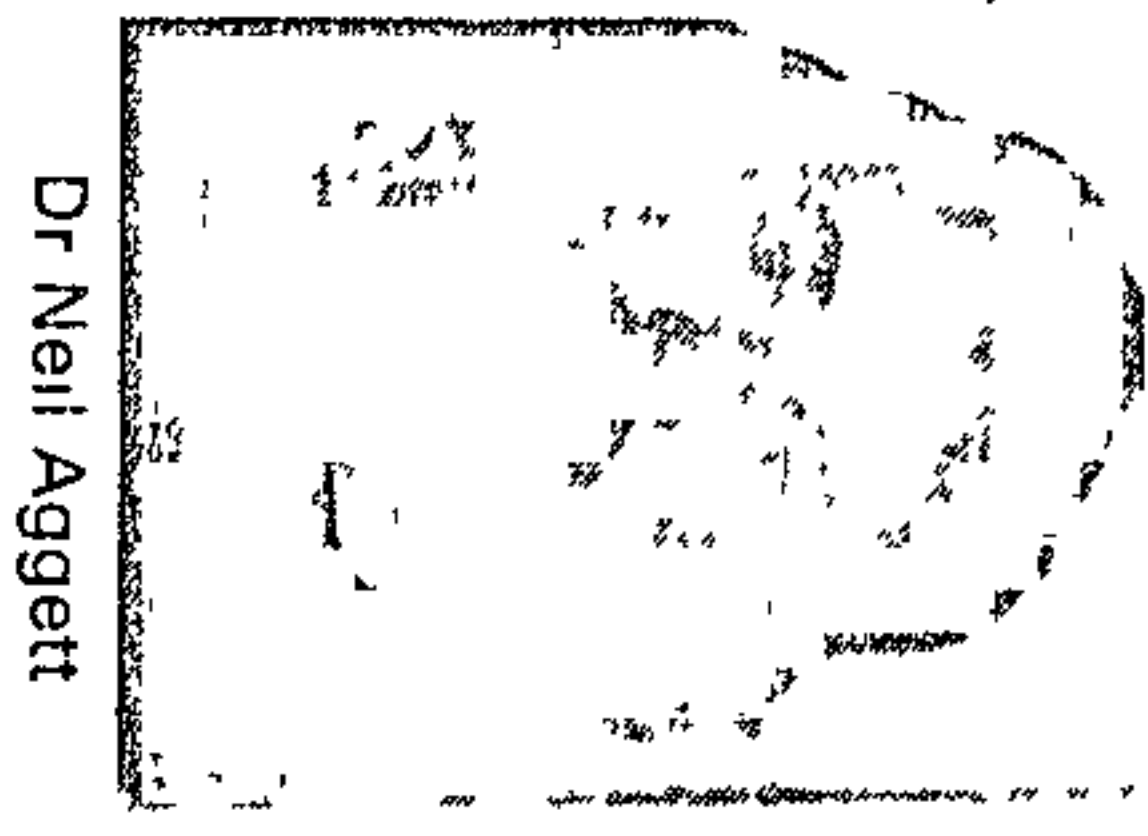


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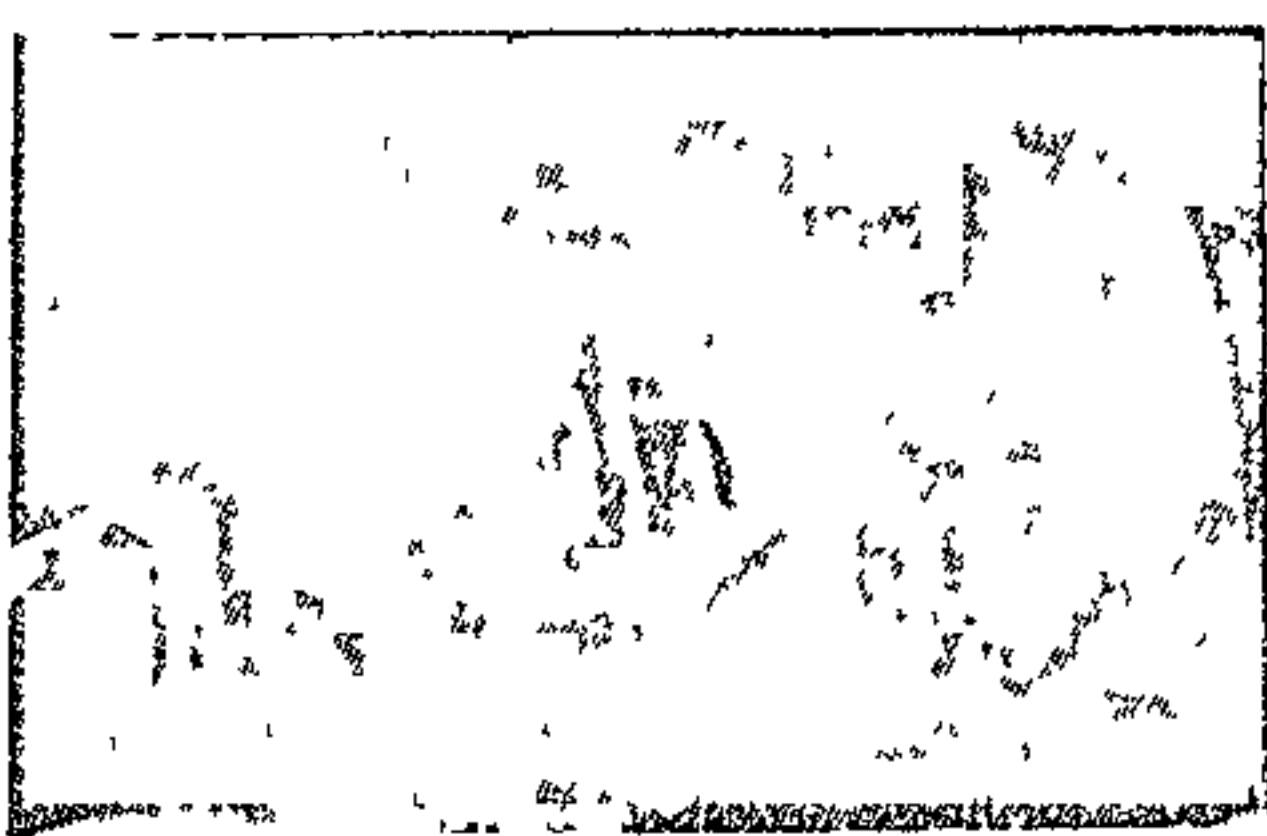
- from having slipped in shower a doctor believed injuries caused by assault.
- 15 Mr Solomon Modipane 28.2.69. Reported he slipped on soap, sustained injuries. District surgeon unable to determine cause of death. Documents placed before magistrate, who decided natural death, inquest not necessary.
- 16 Mr Jame Lenkoe 10/3.69. Traces of copper, signs of electric shock in toe, bruises, haemorrhage at base of skull. Magistrate found suicide by hanging and death not due to offence on part of anyone.
- 17 Mr Michael Shivute 16/7/69. Suicide (not specified).
- 18 Mr Jacob Monnkgouta 10/9/69. District surgeon found he died from thrombosis.
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- 20 Mr Mthayeni Cusshela 21/1/71. Brought to Umata Hospital, where son fetched body. Face swollen, bruised. Weals on body, cuts on head. Inquest
- 21 Mr Ahmed Timol 27.10.71. Fell from 10th floor window John Vorster Square during interrogation.
- 22 Mr Joseph Mdini 50. Died 19.3.76. Died within 24 hours of being detained. Injuries not self-inflicted, most probable explanation is that all or most were inflicted by security police — judge.
- 23 Mr Yapetta Mhapi 29.5.876. Former Saso and BPC official detained July 15 under Terrorism Act and held at Keel Road Jail near East London. Police said he hanged himself in cell.
- 24 Mr Luke Mazembe, 32. 29/76. Died Caledon Square, Cape Town, two hours after being detained. Police said he hanged himself. He was member of Western Province Workers' Advice Bureau.
- 25 Mr Dumisane Mbatha 16. 22/25.9/76. Arrested Johannesburg during Soweto student demonstration on September 16. Died in Far East Rand Hospital after complaining to Modderbee Prison authorities that he was feeling ill.
- 26 Mr Ernest Mamasila, 34. 19/11/76. Taken in custody. November 16. Police said he hanged himself.
- 27 Mr Thalo Mos August 1976. Found dead. But on on November.
- 28 Mr Wellington 30. 11.12.76. Grace Hare and Oxford he hanged himself during his detention.
- 29 Mr George 15/12/76. Detainee in Eastern Cape. Died after falling down stairwell. Inquest found he was hanged while being custody police official.
- 30 Dr Nanaoat 43. 9.1/77. Detainee in cells at Leslie in on 14/12/76. Found vest in cell. Indologist refused post mortem with major incisions in body.
- 31 Mr Lawrence 8/1/77. Detained in on Nov 18. Held in Johannesburg. Released and died.
- 32 Mr Elmon 20/1/77. Reported stroke after 10 days and after brain scan.
- 33 Mr Matthews 15/2/77. Detainee. Fell 10 floors to Vorster Square in



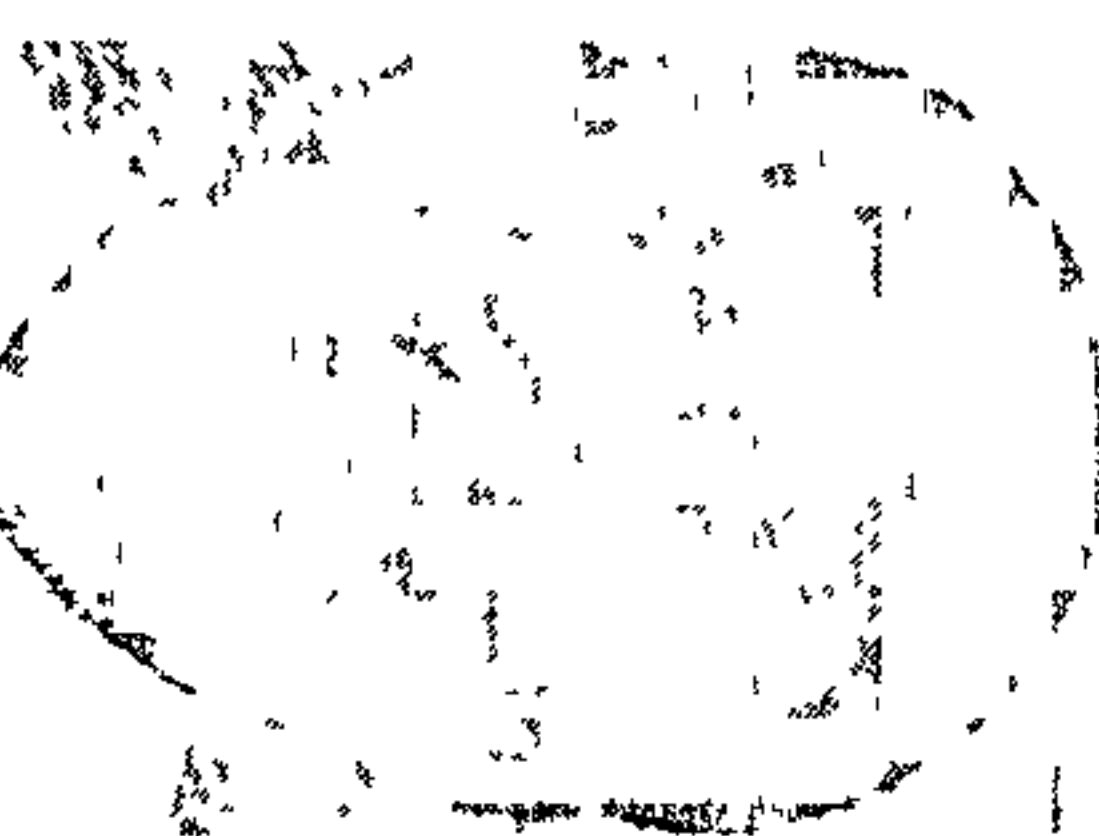
# Died while being held



Dr Neil Aggett



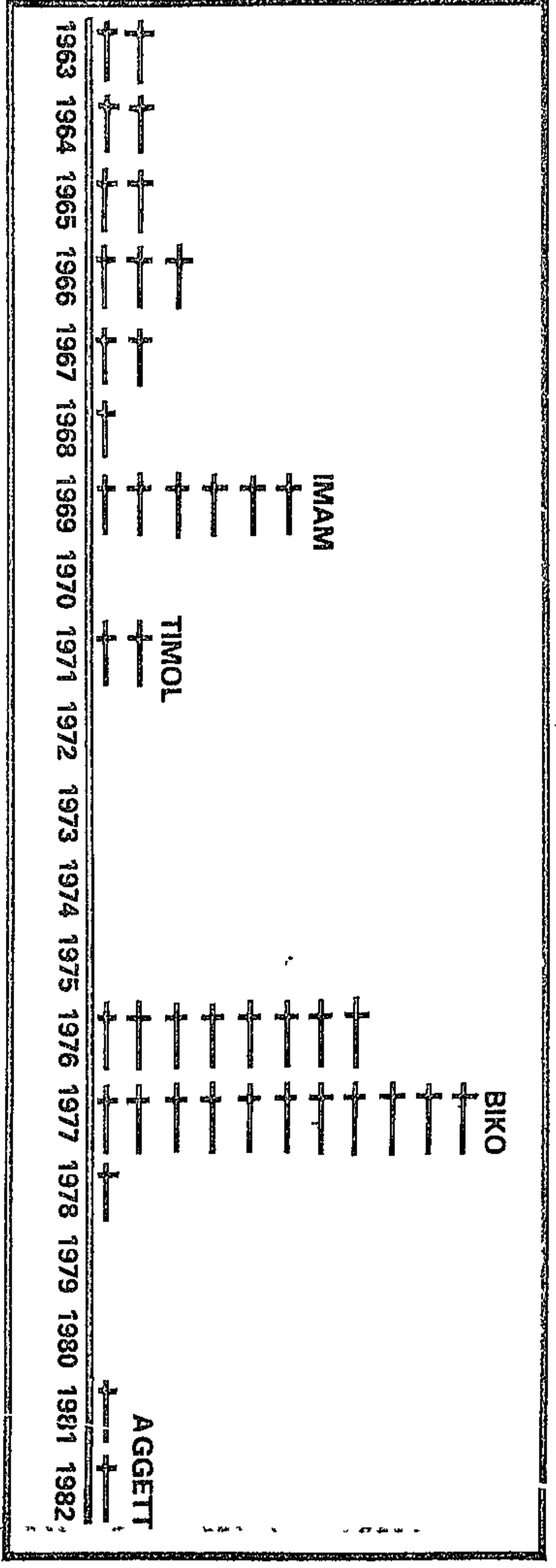
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The diagram shows the number of deaths in detention since 1963. The number soared in 1969, 1976 and 1977

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- 27 Mr Thalo Mosala. Detained August 1976 in Transkei. Found dead Buterworth Prison on November 30.
- 28 Mr Wellington Tshazhane, 30. 11/12/76. Graduate of Fort Hare and Oxford. Police said he hanged himself after three days in detention.
- 29 Mr George Botha, 32. 15/12/76. Detained in Despatch in Eastern Cape. Police said he died after falling six floors down stairwell in Port Elizabeth while being taken to security police offices.
- 30 Dr Nanaoath Nkomo, 43. 9/1/77. Detained in police cell, at Leslie in Eastern Cape on 14/12/76. Found hanging by vest in cell. Independent pathologist refused to perform post-mortem when he found major incisions already made in body.
- 31 Mr Lawrence Ndzanga, 53. 8/1/77. Detained previous year on Nov 18. Held at the Fort in Johannesburg. Reportedly collapsed and died of heart attack.
- 32 Mr Elmon Malele, 52. 20/1/77. Reportedly died of stroke after 10 days in detention and after brain operation.
- 33 Mr Matthews Mabelane, 22. 15/2/77. Detained January 21. Fell 10 floors to death at John Vorster Square from unbarred window of room in which he was being interrogated.
- 34 Mr Samuel Malunga, 45. 22/2/77. Of Soweto, died in hospital at Maritzburg.
- 35 Mr Aaron Khoza, 45. 26/3/77. Of Khagiso Transvaal. Detained in Maritzburg where police said he hanged himself in his cell.
- 36 Mr Phakamle Mabuya, 27. 7/7/77. Fell to his death from sixth floor of Kimberley police headquarters.
- 37 Mr Elijah Loza, 59. 1/8/77. Trade unionist. Taken from Vander Vorster Prison near Paarl to Tygerberg Hospital where he died of stroke. Presumably detained in 1963 for three periods of 90 days each. Banned for five years in November 1976.
- 38 Dr Hoosen Hafejee, 26. 3/8/77. A dentist, died at police cells Brighton Beach four hours after detention.
- 39 Bayempim Muzi, 62. 14/8/77. Died in police cell in Durban after detained for a month.
- 40 Mr Steve Biko, 30. 12/9/77. Died eight days after he went on hunger strike, according to Mr Jimmy Kruger, Minister of Justice, who said he was examined by various doctors, sent to prison hospital in Port Elizabeth, taken back to police cells and transferred to Pretoria, where he died on night of arrival.
- 41 Mr Lungile Tabalaza 10/7/78. Fell to his death from fifth floor at Port Elizabeth security police headquarters.
- 42 Mr Thsifwa Msofhe 12/11/81. Member of Lutheran Church in Venda, died two days after being detained. Inquest into his death still pending.
- 43 Dr Neil Aggett 5/2/82. In detention since November 1981. Hanged.

The following persons have also died in detention, though they were reportedly not held in terms of security legislation

- 44 Mr William Tshwane 26/7/76. A Soweto student, reportedly arrested with other students on July 25. He was shot while fleeing after handling a stolen vehicle, according to police.
- 45 Mr Jacob Mashabane, 22. 5/10/76. A University of Zululand student, reportedly hanged himself in the Fort Prison authorities said he was awaiting trial charged with par theft.
- 46 Mr Edward Mxolo, 40. Died 9/10/76. Detained at the Fort on October 1.



133  
134

# Call for <sup>Skaw</sup> release of detainees Employers likely to tolerate demo stoppage

By Diew Forrest

Most mathematics lecturers at the University of the Witwatersrand have come out strongly in support of their colleague, Mr Ismael Momoniat, who was detained on January 20.

In a statement yesterday they called for the release of Mr Momoniat and all other detainees.

The statement read: "We wish to register our concern and anger at the detention, in solitary confinement, of our well-respected friend and associate and we are dismayed at the recent spate of detentions and bannings.

"Any debate or activity which in any way challenges the status quo of our undemocratic country gives rise to the most inhumane repression."

Many major employers and employer bodies have adopted a tolerant and pragmatic stance on tomorrow-planned work stoppage in honour of trade unionist, Dr Neil Aggett, who died last week in detention.

Although employers were tight-lipped yesterday sources indicate that the country's largest industrial group Barlow Rand, has joined the Federated Chamber of Industries in recommending a course of action aimed at preventing confrontation with workers.

Sources indicate that the metal industries' giant umbrella body, Sefisa, has also recommended that no disciplinary action should be taken against

workers in the event of an orderly stoppage.

A spokesman for the Food and Canning Workers' Union — of which Dr Aggett was Transvaal regional secretary — said four of the major groups recognising the union had agreed "not to place obstacles in the way of the stoppage."

### APPEAL

One of these is believed to be the Premier Milling group, although neither management nor the union would confirm this.

Mr Les Keteldas, regional secretary of Fosatu in the Eastern Cape, said that management in the vast

majority" of Fosatu-organised factories in the region had agreed not to oppose tomorrow's action.

The Media Workers' Association of South Africa and the Witwatersrand Council of Churches have added their voices to the stoppage call.

Mwasa urged its members to demonstrate such solidarity and support as will add to the momentum of the trade union call for action.

The Witwatersrand Council of Churches asked individual Christians to influence their employers to recognise the 30-minute protest vigil.

# AGGRIEVED THOUSANDS STOP

379  
134  
145A  
149  
138  
Star 11/2/82

# TOP HOR TRAINER

# QUIET TALK

By Tony Davis, Drew

Forrest and John Allen  
Tens of thousands of  
workers countrywide to-  
day downed tools in  
protest against the  
death in detention last  
week of leading trade  
unionist Dr Neil Arggett

Early indications  
were that the response  
to the call for the half-  
hour stoppage — be-  
tween 11 30 and noon—  
has been good

Heavy support for  
the stoppage came  
from thousands of  
workers in the coun-  
try's motor industry in  
Port Elizabeth, Liten-  
hage area and Pretoria.

At the time of going  
to press it was difficult  
to ascertain the full ex-  
tent of the stoppages  
but numerous reports  
of some form of protest  
action were received  
from across the coun-  
try

It was a move that  
cut across the colour  
bar and brought "sym-  
pathetic and under-  
standing" responses  
from many companies  
towards protesting  
workers

A senior Fosatu offi-  
cial said about 20 000  
workers in the Fatiem  
Cape 5 000 in the Pe-  
toria area and about

Page 23 Solitary  
Stress Can Cause  
Suicide.

2 000 in Maritzburg at  
Fosatu-organised plants  
had observed the stop-



The face of grief — Mrs Penelope Mayson, wife of detainee and former Methodist minister Mr Cedric Mayson, was overwhelmed with emotion at the mass meeting at Wits University today.

Other firms in the  
Pty area which re-  
ported some form of  
protest included Col-  
gate-Palmolive in Boks-  
burg, Premier Paper in  
Klipriver (chloride  
Batteries in Benoni and  
Kelllogg SA in Springs

At Port Elizabeth  
companies organised by  
Fosatu affiliated work-  
ers in their hundreds  
met and observed a mi-  
nute's prayer and then  
sang "Nkosi Sikelel'

feared that management  
of the Sappi pulp and  
paper group would take  
disciplinary action  
against workers

The chief executive of  
Sappi Mr Eugene van  
As had previously warn-  
ed that any stoppage  
would be viewed as  
"illegal"

At noon Dr Jennifer  
Thomson, chairman of  
the Academic Staff As-  
sociation and co-chair  
man of the meeting,  
called for two-minute  
silence

Officials of Dr Ag-  
gett's African Food  
and Canning Workers  
Union in Cape Town  
said today there had

Whatever the explana-  
tions and excuses of-  
fered it was a disgrace  
to our country and its  
people and a hindrance  
to good human rela-  
tions

Dealing with 'our  
role in this dreadful  
phase of South African  
history' Professor du  
Plessis said protest was  
essential and should not  
turn into the destruc-

up this fight until jus-  
tice prevails he said  
Some students missed  
at senior members of  
the academic staff  
when they left the  
meeting at the end of  
the official university  
work stoppage

But Mr Clark ordered  
them to be quiet before  
explaining the reasons  
for their departure

By Andrew Davidson

Champion racehorse trainer, A  
Barnard, is to leave the Rand. The  
old former English riding instructor  
to move to Cape Town at the en-  
ding racing season

Ms Barnard told The  
Star yesterday today  
that the main reason for  
her planned move was  
the health of her hus-  
band Philip a former  
Royal Air Force pilot  
who has had heart  
trouble for several  
years

"I think the climate  
in the Cape will suit him  
better," said Mrs Bar-  
nard

The Vaal trainer has  
not always got on with  
other Rand trainers but  
this she said, did not  
influence her decision  
to move. But she did  
admit there had been  
some unpleasant in-  
cidents with other  
trainers

The Jean Barnard  
stable currently the  
most successful in the  
Transvaal with 49  
winners to date has a  
string of about 80

# Council aiding says I

committee,  
that while  
bered the  
to send the  
could not c  
the contents  
not seen the

Mr Sam  
leader of t  
the city co  
also accuse  
nagement ec  
"blatant ele  
in sending  
edition of  
pal publica  
City" to rate  
voters on  
the elections  
of R166 000  
The book  
a foreword  
holder, as



On the East Rand there was varying support — 100 percent turnout of stoppage at Reef Chemical in Boksburg, 60 percent at Stonestreet and Hansen in Randfontein.

Most of the 2000 workers at the large Hendler and Hendler metal plant in Boksburg also downed tools.

At the large Siemens plant in Isando more than half the workforce observed the protest.

Worker protests have been peaceful and the stoppages have varied between five and 30 minutes.

Some stoppages will be held tonight for nightshift workers.

The Star's East London correspondent reports that 3000 workers at six companies joined in the protest.

These included the grant CIDA motor assembly plant and the American multinational Johnson and Johnson.

Tri-vaal unions condemned yesterday's go-home action in which 20000 support stoppage stickers were seized at the printers in Johannesburg.

An official of Phosbus National Union of Textile Workers claimed about 17000 workers at mills across the country observed the stoppage.

The Paper, Wood and Allied Workers Union

Star  
11/2/82

Several firms

These included Fatus and Mous, Sasku, A Milling, SA Sea Products and Sea Harves.

At a meeting attended by about 1200 people in the University Great Hall the principal and vice-chancellor Professor D. du Plessis, said:

"A civilised nation should not allow this type of outrage."

Three university staff associations, the SAC, The Black Students' Society and a representative of the detainees Parents Support Committee called for the abolition of detention without trial and for the release or charging of detainees.

Many of the state-

Annarala, Awethu

The president of the Wit's SRC Mr Jeremy Clark, said today was the first time the university had come out in support of trade unions and the working class of this country.

Professor du Plessis said the meeting was paying tribute to "one who lost his life in the pursuit of an ideal."

The fact that this ideal had not been shared by those in power had been no reason for him to die.

Whatever the cause of his death it was the result of a method of detention which did not belong in a civilised country.

who despaired

The university had to demonstrate that it had a greater maturity than those responsible for the conditions under which Dr Aggett had been detained.

It had a positive role — the creation of a community which served as an example to others and was guided by tolerance and sensitivity.

Dr Thomson, speaking for the Academic Staff Association, said Dr Aggett had been guilty of no crime other than working courageously for a just and democratic society.

"We shall never give

Workers' Association

said in a statement "Like Biko Dr Aggett will cause the South African authorities more trouble in his grave than when he was alive."

The Administrative and Library Staff Association said although it normally adopted a low profile, current events had made neutrality impossible.

The Australian Council of Trade Unions is to call on its member unions to impose week-long bans on South African shipping and air services in protest.

ACTU president Cliff Dolan said in Melbourne today.

270 (42) (134) (738) (139)

Political Correspondent

THE black-white wage gap in the transport services would disappear within three to four years, the Minister of Transport Affairs, Mr H Schoeman, told staff association leaders in Cape Town today.

Mr Schoeman had talks today with representatives of coloured, Indian and

# Blacks pledged rate for job

black staff associations which have been registered as trade unions.

He said that within a few years the rate for the job would be paid to all race groups in his department.

White trade unions were also insisting on this because they regarded this to be in their own interests.

Both the Minister and the black trade unionists expressed satisfaction with today's talks.

Mr N M Mbowu, president of the executive of the black staff association said the Minister had promised that blacks would receive wage increases in April. In order to close the wage gap the percentage increase for blacks would be higher than that for whites.

The deputation also asked for housing loans on the same basis as whites and for consideration to be given to building houses from national states.

Mr Schoeman promised to take up these matters with the Cabinet and the governments of the black homelands.



AP, us ju en  
EAST LONDON — The local branch of the South African Allied Workers' Union today accused Ciskei's President Lennox Sebe of being a 'foreman' for the South African Government and of living in luxury while his people suffered

4645 18/2/82  
**UNION SAYS SEBE SA**

A spokesman said the President had never done anything for the betterment of his people and that he lived in luxury, 'preaching the Afrikaners apartheid'.

The spokesman was reacting to a statement by the President yesterday that organisations which made revolutionary stuff and multiplied the social problems in Ciskei would not be tolerated.

The spokesman asked whether President Sebe conceded that wages and relations between employers and workers had improved since unions began representing workers.

'What has he done for his community?'

'What has he done in Madagascare since 1973, when he came into Government?'

'We are still suffering oppression, rent hikes, bad street conditions and he claims he is looking after his people.'

'Has he ever intervened on behalf of Ciskei workers who have been unfairly dismissed?'

The spokesman said President Sebe accused the unions of being revolutionary because he had no feeling for oppressed people.

'We are not revolutionaries. We are working to improve working conditions.'

'He is not a Government but a Government multiplying the social

problems — a foreman', the spokesman said.

President Sebe's remarks were made at the first press conference in the territory since independence.

He was asked what the role of his Government would be to the independent trade union movement developing in East London of which many members are Ciskei citizens living in Madagascare.

He said 'We shall not deal with the social problems of Madagascare'. All this talk is just talk and it is multiplying the social

**AGENT**

The long standing tension between Ciskei and trade unionists came to a head when the territory became independent in December. Unions called on members to boycott the celebrations.

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UJET





X For written reply.

327 (134) Howard Q. 61/178  
Trade union movements; detainees  
24/2/82 ~~Q. 61/197-198~~ = 199

75. Dr. A. L. BORAINÉ asked the Minister of Police:

- (1) (a) How many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians involved in trade union movements were detained in each month since January 1981, (b) how many such persons were still in detention as at the latest specified date for which figures are available and (c) in terms of what legislation were they so detained,
- (2) whether any of those detained were released without charges being brought against them, if so, how many?

The MINISTER OF POLICE

(1) (a) (i) January to April 1981. . . . .	None
May 1981. . . . .	2
June 1981. . . . .	7
July 1981. . . . .	None
August, September and October 1981. . . . .	None
November 1981. . . . .	4
December 1981 . . . . .	3
January 1982 . . . . .	1
(ii) January to August 1981. . . . .	None
September 1981. . . . .	2
October 1981 . . . . .	None
November 1981. . . . .	2
(iii) and (iv) . . . . .	None





Cape Times 26/2/82

# Unions: Reform and action

“As far as we are concerned, the Government's labour reforms died with Neil Aggett” — trade union statement on the day of Dr Aggett's death.

**JOHANNESBURG.**  
— In the past few weeks, a trade unionist has died in detention and another has been admitted to a psychiatric ward after two months in detention.  
There are at least 10 unionists and three other people with union connections in detention and last week six Port Elizabeth union men were released after 270 days in security police custody.  
Unionists say the detentions are only “the tip of the iceberg” and that there is a growing “security police vendetta” being waged against them.  
They cite raids on union offices, arrests of strikers and union officials, bans on union meetings, and a range of other actions to back their claim that there is a growing wave of “repression” aimed at the union movement.  
At the same time, the Department of Manpower's National Manpower Commission is working on an investigation which could lead to the removal of key controls on unions con-

tion against unions has grown and the new approach seems to have the approval of the Minister of Law and Order, Mr Louis Grange.  
Thus Mr Le Grange told TV viewers last year that the government was prepared to live with some labour unrest while unions were becoming established, but that certain unions were overstepping the mark.  
And in Parliament, Mr Le Grange conceded that a security police officer in East London had drawn up a document spelling out plans to curb the influence of the unregistered South African Allied Workers' Union.  
He said he had done so without authorization, but then appeared to condone the officer's actions.  
Of course, police have always intervened in labour relations. Last September, Mr Le Grange told Parliament police had been “called out” 90 times to labour disputes, 34 times to work stoppages and 147 times to strikes in the past two years.  
But unionists insist that intervention has increased.  
In East London, for ex-

ample, there has been constant official action against Saawu members, either by the SAP or the Ciskeian authorities.  
These include detentions, raids on offices and arrests for alleged offences.  
Thus Mr Robert Gqweta, brother of Saawu president Mr Thozamile Gqweta, last week told journalists he had just been acquitted on a charge of collecting money illegally and was now facing Riotous Assembly charges in Ciskeian courts.  
Other measures taken by police in the past few months include raids on the offices of unions such as Saawu, the General Workers' Union and Food and Canning Workers' Union and the banning of union meetings during times of labour unrest.  
There has also been intense police action during strikes. During one week in October, 83 Port Elizabeth workers were detained in connection with strikes and on one occasion — at BMW's Pretoria factory — armed police burst into the plant, only to leave after management asked them to withdraw.

At two Reef strikes, unions claimed police had visited strikers in their hostels to get them to return to work.  
In a few cases, strikers who have been arrested have been charged with turning from the funeral of Mr Thozamile Gqweta's mother and uncle, who died when their house caught alight.  
In Bophuthatswana, three officials of a Fosatu union were last year arrested for holding a union meeting without official permission.  
These are merely a selection of incidents. There also have been strikes in the past few months in which police have not intervened directly. And police insist they are merely keeping the peace, not taking on the unions.  
But it is clear that unions are having to live with a high degree of police involvement in their work. In one respect, the department bears ultimate responsibility for this. It is labour law which makes all but a few strikes illegal and which therefore requires that police intervene in them.  
But it is clear that the department is rethinking some labour laws which place controls on labour relations.

That, at any rate, is the drift of speculation coming out of the NMC.  
There is an important sense in which the relaxation of controls in labour law may be directly related to stepped-up police action against unions.  
When the government's new labour dispensation was ushered in in 1979, it contained key controls on trade unionism. Some already existed in labour law and the Wiehahn Commission suggested several new controls.  
Government speakers emphasized to anxious white workers that the idea of the changes were to bring black unions under control, not to strengthen them.  
There was thus good reason for the police to adopt a fairly low profile.  
But the controls did not work. As employers and unions found them onerous, they began creating their own bargaining systems outside official control.  
Thus, although they still remain wedded to some degree of control, senior Department of Manpower men seem to be prepared to jettison some of the measures which have at-

tracted the ire of unions and opposition from some employers.  
Certainly, recent hints by top officials imply that they are prepared to leave a lot more to employers and unions than would have been dreamed possible a few years ago.  
But it may well be that the more the Department moves away from control, the more the police believe it their duty to step up their own labour role.

Mr Fanie Botha  
And in an interview last December, the department's Director-General, Dr Piet van der Merwe, said “one must presume” detentions were justified, but added “inevitably they do affect relations between employers and employees and cause tensions between the department and the unions concerned.”  
If the department is unhappy about police actions, it seems unable to prevent them. Police ac-

tion against unions has grown and the new approach seems to have the approval of the Minister of Law and Order, Mr Louis Grange.  
Thus Mr Le Grange told TV viewers last year that the government was prepared to live with some labour unrest while unions were becoming established, but that certain unions were overstepping the mark.  
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Mr Louis le Grange  
tougher, little-used pieces of security legislation rather than with traditional anti-strike laws.  
There have also been several claims by unions — denied by police — that official pressure has been exerted to persuade landlords to deny them the use of offices and halls.  
Action against unions by “independent homelands” has also been a feature. In Ciskei, this has taken the form of repeated detentions as well as active official involvement in relations.

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# Dangers of the closed shop

The closed shop is one of the most controversial issues in labour. Essentially, it is an agreement between trade unions and employers that all workers in an industry must be union members. After much deliberation, government has decided to allow the practice to continue in a slightly amended form. But clearly the official spotlight will remain on it.

In the past, people seeking employment in a closed shop industry in SA had to be members of the union (or one of the unions) in that industry before they could get a job. Soon to be debated in Parliament is a Bill which grants these people 90 days from the time they are employed to join a closed shop union.

Indications are that the effect this amendment will have on eliminating abuses caused by the closed shop will be limited. Government sources say that allowing workers 90 days in which to join a union will eliminate confusion which arises at the time of recruitment. But Rod Ironsides, chairman of the Federated Chamber of Industries (FCI) labour sub-committee describes the amendment as a mere release valve in a system which should not exist at all. Training manager Ben Mokoatle, a member of the Wiehahn Commission, says the amendment merely "adds confusion to an already confused situation".

Many unionists in SA — and throughout the world — regard the closed shop as a hard-won, cherished right. In SA, however, the closed shop has long been associated with efforts by some unionists to protect white workers. In the era before Wiehahn, statutory job reservation applied to only about 3% of jobs. However, industrial council agreements stipulated that only union labour could perform certain jobs — and as a result blacks could not get jobs because they could not become union members.

In its first report, the Wiehahn Commission concluded that "the closed shop practice is so firmly entrenched in SA that it cannot be abolished." It found that there were 49 such agreements in operation, directly affecting about 250 000 employees in 22 different industries or trades. The commission recommended constant surveillance by the National Manpower Commission (NMC) to prevent abuses.

A minority report by five commission members recommended that government should prohibit any new closed shop agreements. Government responded by saying it would allow existing agreements to continue, but indicated that it would not allow any new ones. However, following an NMC study on the closed shop, government accepted a recommendation that the practice be allowed. The only amendment would be the addition of the 90-day post entry clause.

Clearly, government has struggled to

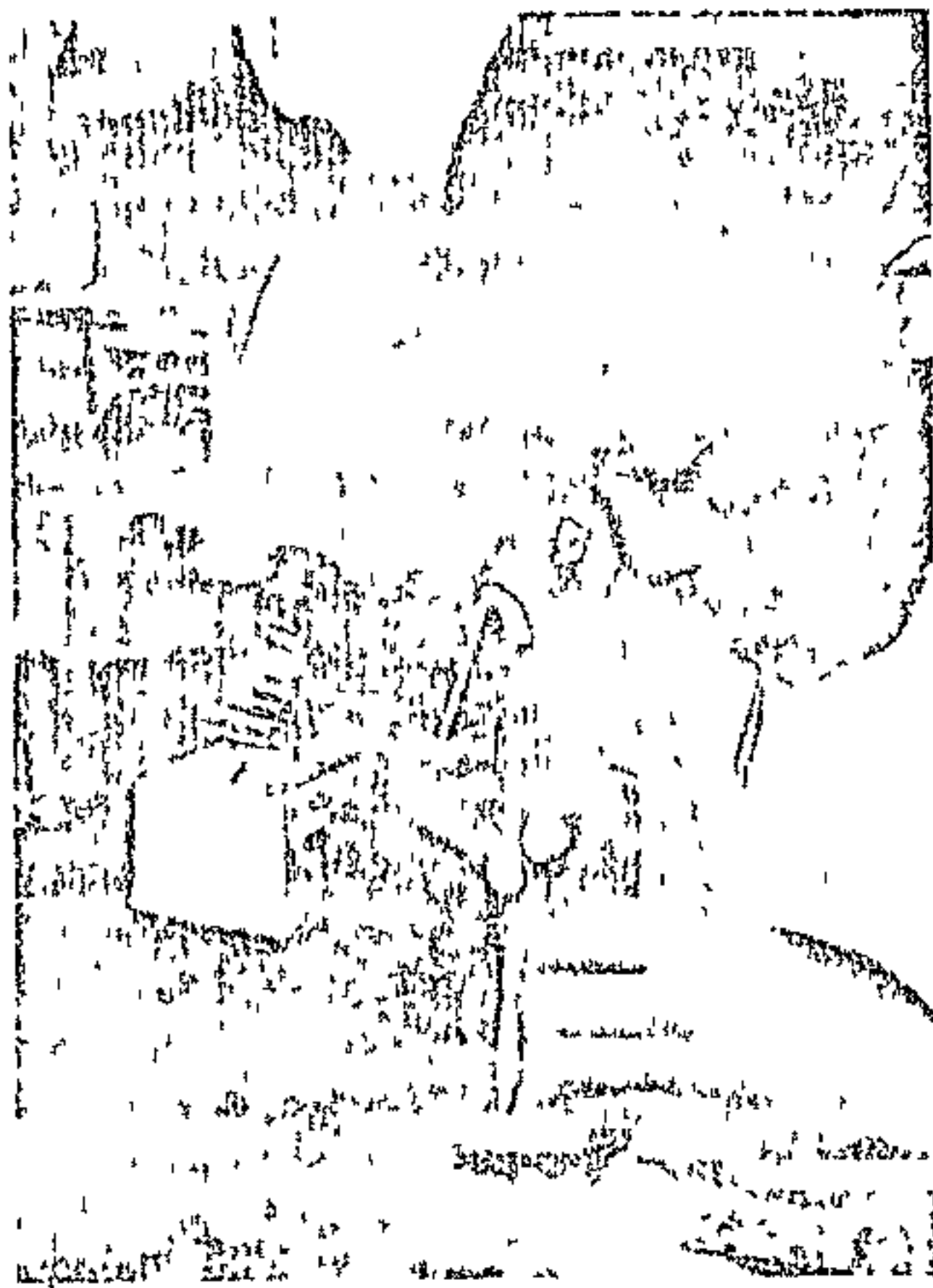
make up its mind on the issue — and deserves some sympathy, bearing in mind just how complex the issue is and how many vested interests are at stake. This is a problem with which many Western nations are wrestling and, even within the International Labour Organisation (ILO), there are strong divisions.

The most frequently used argument in favour of the closed shop is based on the contention that where most workers in a particular industry join a union, that union will negotiate conditions for all workers. Those workers who are not union members will benefit from the union's efforts whether they join or not. The argument, therefore, is that these workers should be compelled to join and pay dues. "Why should a freeloader enjoy benefits won by other workers?" asks the Garment Workers' Union, whose president, Dr Anna Scheepers, is also president of the Trade Union Council of SA (Tucsa).

These unionists also insist that the closed shop helps to maintain industrial peace. They claim that unions which do not have a closed shop agreement are forced to adopt a highly militant posture to demonstrate their muscle.

There are, however, compelling arguments against the closed shop. These were eloquently spelt out by the five Wiehahn commissioners in the minority report.

- It constitutes an intrusion on workers' right of freedom of association, with its corollary of the freedom not to associate.
- It conflicts with the principles of a free enterprise economy by interfering with the normal mechanisms of supply and demand in the labour market. In practice, it gives



Closed shop ... will he be better, or worse, off?

the union leadership the power to control the labour market to the detriment of both the employer and other employees.

□ It is unacceptable to recommend, on the one hand, that job reservation should be abolished and, on the other, that its commonest form should be perpetuated and statutorily sanctioned. The closed shop is a means of restricting skills training at a time of dire need of such skills.

The five commissioners pointed out that in SA a grave threat to industrial peace is posed by the probability that racially constituted unions will seek to "freeze out" others by means of the closed shop.

Mokoatle, who was one of the five commissioners to write the minority report, tells the FM that as the law stands now, there is nothing to prevent the many black workers who are beginning to exercise trade union rights from using — and abusing — the closed shop.

Ironsides complains that once a closed shop has been created in a particular industry, it is extremely difficult to get rid of it. In addition, it means that unions do not have to sell their services to workers. Closed shop unions tend to have a comfortable life and don't have to work hard at gaining worker support.

Although these arguments are rejected by closed shop unions, they do strike a responsive chord among SA's emerging black and non-racial unions. Leaders of these unions claim that in the wake of blacks being granted union rights some established unions have simply amended their constitutions to admit black members. They have thus obtained a large — and possibly unwilling — black membership with a minimum of effort.

Some labour lawyers say that this practice might violate labour law because the Minister of Manpower can approve a closed shop agreement only if the parties who signed it are sufficiently representative. In the case of the union or unions involved, they would have to represent more than 50% of the workers.

When existing closed shop agreements were signed, the unions did represent a majority of workers in a particular industry. However, it is possible that some may no longer truly reflect the views and aspirations of their members. This is because many blacks have been, so to speak, co-opted into these unions now that they are legally defined as employees. These blacks had no real option, if they were to remain in the particular industry, because of the closed shop agreement.

It remains to be seen whether the courts can be used to challenge a closed shop where the degree of representation of a union is in doubt. Fortunately, there are signs that officials of the Department of



Manpower will in future be scrutinising closed shop agreements very closely when these expire to determine whether unions involved in them do represent a real majority of workers

Some observers doubt whether these officials will be able to accurately gauge the strength of a union. It is significant, though, that some senior government men believe the Minister of Manpower should have the right to call for a secret ballot to be held

over the closed shop in an industry if he deems this to be advisable. It could help prevent abuses

The debate on adapting the closed shop to the changing pattern of labour in SA continues. What is important is that government must not lose sight of the fact that the closed shop violates one of the most basic human rights — that of freedom of association. In the years ahead, it may trigger off severe conflict between competing unions

If extended indefinitely, the closed shop can also result in the labour market consisting of a sequence of tightly organised cartels. American economist Henry Simons warned of the consequences of such an arrangement in society more than 30 years ago when he wrote "Democracy cannot live with tight occupational monopolies, and it cannot destroy them once they attain great power, without destroying itself in the process"

One side of the page only should be used, and typewritten work must be double-spaced.

A generous margin should be left on the edge of the page to allow for the evaluator's comments.

An abstract is generally desirable, i.e. a brief statement at the outset on the content of the essay.

Students should state clearly on the front page: name, course, date, and name of lecturer/tutor concerned.

It is in the student's interests to make a copy of all written work handed in, in case of loss.

Research papers/essays written during the second semester as part of the evaluation of lecture or seminar courses at the third-year level are kept for the external examiners to review. Students who wish to have their papers returned with the course instructor's comments should submit their papers in duplicate.

**PLAGIARISM:** "Plagiarise: publish borrowed thoughts as original, steal (thoughts), steal from (work, author)" ... Oxford English Dictionary. There is a distinction between making acknowledged reference to relevant literature, which is accepted academic practice, and copying out sentences or passages unacknowledged from the literature. The latter is known as plagiarism, and is unacceptable as it does not reflect the student's understanding of the material.

**REFERENCES:** The style of the journal *Social Dynamics* should be followed. Your attention is drawn especially to the format for referencing in the appendix of your essay. List all items alphabetically and by year of publication in an appendix titled References. Use no italics and no abbreviations. Thus, for example, see the following:

Horrell, M.

1969a South Africa's Workers. Johannesburg: South African Institute of Race Relations.

1969b A Survey of Race Relations in South Africa 1968. Johannesburg: South African Institute of Race Relations.

Johnstone, F.A.

1970 "White prosperity and white supremacy in South Africa today." *African Affairs* 69 (April): 124-140.

Republic of South Africa

1974 Gross Geographic Product by Magisterial District, 1968. Pretoria: Government Printer.

Wilson, M. and L. Thompson (eds)

1969 The Oxford History of South Africa. Vol 1. London: Oxford



4/3/82

1982 (134) Mercury

### Bylan Bissell

ALTHOUGH recent years have seen the introduction of major labour reforms by the South African Government in an attempt to incorporate the independent and non racial trade unions, there has also been a marked increase in union harassment and detentions of union leaders by the security police

Alongside these developments, the independent black workers trade unions have been transformed from fairly weak collectives of workers outside of the established parallel unions affiliated to the Trade Union Council of South Africa, to a powerful force representing more than 100 000 black workers countrywide

Lacking political representation workers have used the independent trade unions to voice their opinions not only on industry-related matters but also on wider political issues

The Labour Relations Act - until the 1981 amendments called the Industrial Conciliation Act - prompted by the recommendations of the Wiehahn Commission has extended full trade union rights to all workers living in South Africa with the exclusion of farm labourers domestic servants and employees of the State. It has also granted full autonomy to trade unions in respect of their membership

The provisions of this act have also provided for the formation of a National Manpower Commission and an Industrial Court with full judicial powers

The functions of the Court in terms of the act are to decide in issues on conflicts of interest or rights and to determine whether a labour practice in a specific instance is unfair or not

The new labour legislation has provided a bargaining apparatus for trade unions in an attempt to maintain peace at a time of escalating industrial unrest

But the response of the independent trade unions to the new legislation has been mixed and has thus threatened to undermine the whole purpose of the labour reforms - the incorporation of all trade unions into a uniform labour system

Initially all the independent trade unions rejected registration because migrant workers were excluded from trade union rights but the Government modified its position and finally included all workers with a few exceptions. Since then Fosatu (the Federation of South African Trade Unions), the largest federation among the independent trade unions with a membership of more than 90 000 workers countrywide has opted for registration

#### Move rejected

But the majority of the other independent non racial trade unions has continued with its rejection of registration, seeing it as a means for the Government to interfere in the internal affairs of the trade union. They have strongly criticised Fosatu for its move

These trade unionists have argued that registration would take the running of the trade union out of the hands of the workers since the union would have to rely more and more on labour law experts. It would impose a top down hierarchical system on unions which would nullify their existing democratic structure

in September last year that any attempt to abandon the National Industrial Council system of collective bargaining and replace it with fragmented deals at shop floor level would result in chaos throughout industry and commerce

Though the industrial council system needed to be modified to ensure that 'trade unions catering for black employees can participate with confidence', it was still the best means of negotiating wage and conditions of service agreements he said

Guidelines laid down in January 1981 by the Federated Chamber of Industries have stressed that 'the ultimate objective is to work towards a unified industrial relations system in which collective bargaining over remuneration and other conditions of work take place predominantly at industry level and within the industrial council system, where it tends to become more depersonalised and to acquire a more professional and rational character'

#### Chamber's position

The Association of Chambers of Commerce guidelines towards the new labour legislation released late in 1980 have been seen by labour experts as a moderate repetition of Seifsa's position

They have said it might be necessary to negotiate conditionally with an unregistered trade union that represents the majority of workers but negotiations should at no time be allowed to prejudice or undermine the long term positions of the industrial council system

But, alongside recent labour reforms introduced by the Government in an attempt to maintain peace in the industrial sectors in South Africa there has been the unsettling security police detentions and harassment of union leaders culminating in the death of unionist Dr Neil Aggett earlier this month

According to the Institute of Race Relations survey for 1980, 11 trade unionists were detained at some stage during that year and all of these were members of the independent trade union movement. Five were from the General Workers' Union, two from the African Food and Canning Workers' Union (Dr Aggett's union), three officials from the Black Municipal Workers' Union in Johannesburg and an organiser for the Industrial Aid Centre in Vereeniging

In terms of the Ciskei Emergency Regulations on November 7 1980, ten officials and members of the General Workers Union and three officials of the Food and Canning Workers' Union were detained in East London

The detention of unionists was considerably stepped up last year with 61 trade unionists being detained under South African security laws

This does not include the mass detention in September last year of 205 officials and members of the General Workers' Union (GWU), South African Allied Workers' Union (SAAWU), and the African Food and Canning Workers' Union (AFCWU) in the Ciskei

In last November's security police swoop conducted in Johannesburg and Durban, 15 people, mainly trade unionists, were detained. Since then more have been added to the growing list of

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Local Fosatu officials justified their application for registration by arguing that the labour reforms were a concession made by the Government and should be taken advantage of by workers' organisations. They say that although on paper the new legislations can be seen as an attempt by the Government to control independent trade unions in practice this would be impossible.

The rejection by a substantial number of the independent trade unions of the registration package has appeared to prompt a shift in the Government's policy. The Director-General of Manpower, Di Piet van der Merwe said in East London last month that the question of trade union registration was not as crucial as it had been made out to be.

The new legislation expressly placed the unregistered and the registered union on the same footing with both having to conform to minimum requirements.

'As registration is voluntary all unions have certain minimum obligations which are essential for the maintenance of law and order and the protection of members then it is not a matter of major concern whether a union is registered or not,' he said.

Dr van der Merwe added that the obvious advantage of registering is being allowed access into the industrial council, but there are disadvantages to the industrial council system as well. If a union chooses not to register and make use of the industrial council system then we must respect its wish, he said.

Labour experts stressed the significance of Dr van der Merwe's statement in contrast to the Government's earlier attempt to bring all trade unions into the industrial council system.

An industrial council is defined in terms of the Act as a forum within which registered trade unions and employers meet and bargain in order to formulate an agreement over conditions of employment.

### Unacceptable

At the Langa meeting last year of representatives of 29 unions representing almost the entire independent union movement the meeting rejected the present industrial council system as an unacceptable means of bargaining.

Not only the anti-registration unions have come out against the industrial council system in Fosatu's annual report last year the federation has refused to be coerced into joining industrial councils.

It argues that the strength of Fosatu unions lies on the factory floor and in plant based negotiations. Industrial councils are designed to prevent this type of negotiation.

'Industrial councils have in the past secured privileged conditions for a minority of workers at the expense of the majority of black workers and with their present structure would easily continue to do the same, even if black workers' trade unions joined,' the report states.

It adds that industrial councils enforced protracted industry level mediation of disputes which to a large extent ruled out the legal right to strike.

In spite of this wholesale rejection of the industrial council system by independent trade unions, commerce and industry have pinned their hopes on black workers unions accepting the existing bargaining structures.

The out-going president of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr L Boyd, said

Unions effected by last year's detentions were SAAWU — five top officials of the union were detained: Mr Thozamile Gqweta, president, Mr Sam Kikine, general-secretary, Mr Isaac Ngcobo, treasurer, Mr Sisa Njikelana and Mr Eric Mtonga. The General and Allied Workers' Union (GAWU) — Mr Samson Ndou, president, and Mrs Rita Ndanga, organising secretary, were detained. The general secretary of the Commercial, Catering and Allied Workers' Union Mrs Emma Mashinini, was detained and from AFCWU, Dr Neil Aggett.

### Political protest

Dr Liz Floyd, Dr Aggett's common law wife who worked for the Industrial Aid Society, and the editor of the Labour Bulletin Miss Merle Favis, were detained at the same time. Few of these have yet been released.

Soon after Dr Aggett's death both Dr Floyd and Mr Gqweta were transferred from detention to a Johannesburg psychiatric hospital where they are receiving treatment.

The recent national stoppage in commemoration of the death in detention of Dr Aggett which involved tens of thousands of workers is indicative of workers using labour action for political protest.

The general secretary of Fosatu, Mr Joe Foster, said 'I cannot see that any South African trade union could be non-political as it is difficult to separate economics from politics. Our members live in locations and are all directly effected by discriminatory legislation such as the Group Areas Act and legislation effecting migrant labourers.'

The national organiser of SAAWU, Mr Herbert Barnabas, said the union would continue to get involved in political issues as long as they effected their members.

SAAWU's opposition to the Ciskeian independence has brought them into conflict with Mr Lennox Sebe's Government and last week after the conviction in East London of a number of union officials for incitement to do public violence, Major General Charles Sebe said that the trial proved that SAAWU was a subversive organisation and suggested it should be banned.

### Cost increases

Mr David Lewis, the general secretary of GWU, said some people might think that involvement in political issues is stretching the limits of trade union activities 'but a worker's life doesn't end when he leaves the work place.'

'Our members are effected by issues such as rent increases and transport cost increases and in South Africa these become political issues,' he argued.

The political involvement of independent trade unions is likely to be a focus for future conflict between these unions and the Government.

Employers have complained during both the widespread pensions strikes, sparked off by the draft Pensions Preservations Bill, and the nationwide stoppage over Dr Aggett's death, that they were like 'meat in a sandwich', caught in the middle of union's conflicts with the Government.

But trade unionists have said that workers' political demands will continue to be channeled through the unions because there are no other legal and legitimate political organisations in operation. Employers necessarily will suffer by way of stoppages because they have the ear of the Government.

4/3/82

Mercury



201 (131) Trade unions 5/3/52  
66-01-200-269  
43 Mr R Balford asked the  
Minister of Manpower  
(1) Whether contract or migrant workers  
may join trade unions registered  
under the Labour Relations Act, No  
28 of 1956, if not, what statutory pro-  
visions prohibit their joining  
such unions.

# Prof slams action on unionists

134 ~~329~~ 132  
RCM 9/3/82

By STEVEN FRIEDMAN  
Labour Reporter

A KEY Government labour adviser has criticised police action against trade unionists and called for an end to all forms of racial discrimination and charges to the country's official bargaining system.

Prof Blackie Swart, chairman of the industrial relations committee of the Government's National Manpower Commission, says the death in detention of Dr Neil Aggett "need never have happened" and has "cast a further shadow" over the credibility of Government labour reforms.

Prof Swart is head of the industrial relations department at Stellenbosch University's business school.

His views appeared in the Sunday Tribune.

Prof Swart lauds reforms introduced by the Department of Manpower but says co-operation is lacking between State departments to co-ordinate labour policies.

Actions by other Government departments, such as police involvement in strikes, and last year's pension proposals, "though they could be sound in principle complicate the delicate balance that

exists between labour and management"

He adds "Comments by politicians, especially ministers not directly involved in labour matters, tend to complicate and retard progress towards a normalised labour market"

He spells out changes he believes will aid labour reform.

These include education reforms as proposed by the De Lange committee and an internal political solution to avoid a situation in which the factory floor is the only place blacks have a vote.

Prof Swart calls for the removal of all forms of discrimination "The term 'justifiable discrimination' is a contradiction, and actually means justifiable injustices"

He says the official bargaining system will have to be adapted. Direct negotiations between unions and employers at company level "have come to stay" and although industrial councils "remain advantageous" in certain circumstances, they will have to change.

Prof Swart argues that "establishing credibility" through plant-level bargaining can lead to more centralised bargaining, which could ultimately lead to new, adapted industrial councils.

## 'Cabaret' adjourned...

MARITZBURG — Proceedings in the Maritzburg Regional Court were disrupted yesterday when two men stripped in the courtroom.

Before the prosecutor could read the charges against Mr Cromwell Ngidi, 20, and Mr Slow Zwane, 20, both of Imbali, Maritzburg, the pair began an impromptu strip.

One of them ran naked to a microphone in the witness

box and sang until he was subdued by an orderly.

Then they were both returned to the cells.

The case was remanded until March 19 for the men to be examined by a psychiatrist.

They are facing four rape charges, two robbery charges, six counts of house-breaking and theft — and now, contempt of court — Sapa

## Yeoville pleads for help

Political Correspondent

MORE than 3 000 Yeoville residents have petitioned Parliament demanding adequate police protection.

The petition, signed by 2 075 residents and presented on behalf of 1 200 members of the Yeoville recreation centre, was presented by the PFP MP for the area, Mr Harry Schwarz.

Mr Schwarz told the "Mail" he would wait for the reaction of the Minister of Police, Mr Louis le Grange, before taking further steps.

"But I appeal to the Minister to give this matter his urgent attention," he said.

He added that protection from crime had become a top-priority issue in his constituency.

The petitioners say there is no apparent police protection or patrols — apart from regular pass raids, which have done nothing to diminish "the unprecedented crime rate"

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# Unions warn on detentions

11/3/82

(134)

By Drew Forrest

Independent black and non-racial trade unions representing more than 150 000 workers have warned that they would not sit idly by while the detention without trial of trade unionists continued.

In a hard hitting joint statement the unions said yesterday the recent wave of detentions is the most widespread and serious attack so far and has "made a mockery of the State's new labour dispensation".

The statement was released by most major independent worker bodies including Cusa Fosatu the SA Allied Workers' Union the General Workers Union the Food and Canning Workers' Union The African Food and Canning Workers Union the Commercial Canning

and Allied Workers' Union and the Media Workers Association of South Africa

It is an important prelude to this year's independent union summit meeting, scheduled for April 24 and 25 in Johannesburg at which the detention of unionists is bound to feature prominently.

Noting the widespread allegations of mistreatment of detainees the unions request explanations offered by the authorities for the detentions.

"We were told there would be a trial early this year," they say. "It is now clear that the State does not, and never did have the evidence for such a trial."

The unions describe the statement released by the Trade Union Council of SA (Tucsa) on the day of Dr Aggett's funeral as a "disgrace to any organisation purporting to represent workers".

134

# Catholics will go on supporting unions

By DAVID CAPEL

**CATHOLIC** priests in South Africa will continue supporting trade unions and educating Catholics on political ethics and morality.

This was said in Pretoria yesterday by a spokesman for the Catholic Bishop's Conference. He was reacting to recent reports that Pope John Paul II had banned priests from taking part in movements of a political or trade union nature.

The spokesman pointed out that at a Press conference after a plenary session

of the Catholic Bishop's Conference last month Archbishop Denis Hurley had urged South African priests to be politically involved.

Archbishop Hurley, who is presently overseas, told the Press conference the church's role in politics was "indisputable" when it came to "ethics and political morality".

His statement continued "Our role is to exercise whatever influence we can to produce what the church considers a good political arrangement with regard to justice and basic human rights".

The spokesman said nothing had changed since the statement. The Pope's

urging was directed mainly at priests in Latin America.

"Archbishop Hurley drew attention to the fact that it was necessary to distinguish between the pursuit of political power and the education of people in political morality," the spokesman said.

Archbishop Hurley's statement had also backed trade unionists in South Africa, several of whom had spoken at the plenary session.

The spokesman said the capitalist system had become "inhuman, heartless and destructive" and the bishops conference was convinced the cause of trade unions in South Africa was right.



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RAND DAILY MAIL, Thursday, March 11, 1982

(134)

(3rd Edn)

# Unions meet in shadow of police action

By STEVEN FRIEDMAN  
Labour Reporter

**THE** entire emergent black and non-racial union movement is to gather in Johannesburg next month for a second summit meeting, against a background of intensive police action against the unions

It is understood police action against unionists prompted moves to hold the summit earlier than was originally planned

The unions held their first-ever summit in Cape Town last year

The second summit on April 24 and April 25 is planned as an attempt to consolidate union unity

In another development, the emergent union movement yesterday endorsed a statement condemning detentions of unionists and calling for the scrapping of security laws

The unions represent an estimated 200 000 workers

In a statement announcing the meeting yesterday, union solidarity committees in Natal, the Western Cape and the Transvaal said "In view of intensifying State attacks on the trade union movement, the need for a united union movement is becoming increas-

ingly apparent and we are confident that this, the second summit, will further promote this unity"

Unionist said yesterday they hoped that the meeting would produce a united stance on the official industrial council system, which all but a few emerging unions have condemned and refused to join

The meeting will also seek a common response to police action against unions and workers

Although the meeting is likely to discuss proposals for agreements between independent unions not to compete with each other for membership, all sources agree there is virtually no chance of agreement on this issue

While unions are likely to continue to cooperate on joint action against what they see as Government threats to unionism, close cooperation on the factory floor is unlikely

In their statement on detentions yesterday, the unions said the authorities' failure to charge detainees after a long period indicated they had no case against them

They rejected "utterly" explanations given by the authorities for the detentions and expressed alarm about reports of "maltreatment" of detainees

The unions said their members would not take police action "lying down"

tions Research

# Unwise to ignore unions—Minister

ARG 20 11/3/82 (134) (151)

THE Minister of Manpower, Mr Fanie Botha, today pointed out that it was not illegal to negotiate with unregistered unions and asked whether it was wise to ignore them when they represented an appreciable part of an employer's workforce.

Speaking at a meeting of the executive committee of the Afrikaanse Handelsinstituut in Cape Town today, on labour relations and methods and procedures for negotiation with trade unions, Mr Botha said the State did not want to prescribe structures for negotiation.

Referring to unions that did not want to register and registered unions that did not want to be included in the

considered legal system, Mr Botha said communication and liaison with them was not prohibited.

He asked whether, if such unions represented an appreciable part of the labour force, it would be wise to ignore their spokesmen.

### KEY ROLE

Mr Botha said that effective and meaningful communication between employer and employee had a key role to play in the goal of healthy labour relations.

Every manager should gain the trust of his employees, identify dissatisfaction and grievances timeously and do something to solve problems.

Disturbed labour rela-

tions could have far-reaching socio-economic and even political implications and prevention was better than cure, Mr Botha said.

### LIAISON

In his address, Mr Botha emphasised the importance and necessity of effective and regular liaison between employers and union representatives, saying that attitudes, honesty, candour and fairness played big roles.

He said that all levels of management should be involved in the liaison process. Labour relations experts claimed top management in South Africa spent far too little time building and maintaining healthy labour relations.



hind

# 134 Deadlock

THE 400 000-strong metal trade unions and employers yesterday failed to reach agreement on pay negotiations in the metal industries and further talks are to be held on April 14.

Sowetan 11/3/82

The magistrate, Mr A H Barlow said there was a possibility that Loate might estreat her bail if he still had friends in Botswana. Before passing sentence, Mr Barlow said the times were politically motivated. He said it was clear

tion She tried to vindicate herself by joining Sayreo. Mr Barlow said he had a great deal of human sympathy for Loate. If he had the power he would have imposed a lighter sentence on the first count than the statutory five-year jail term.

# Minister encourages liaison with unions

CAPE TIMES 12/3/82 134

Staff Reporter

THE law does not prohibit communication and liaison with unregistered trade unions. Mr S P Botha, Minister of Manpower, has told the Afrikaanse Handelsinstituut. Addressing the institute's executive yesterday, the minister outlined the existing legal structures for negotiation between employer and employee.

He said there were permanent industrial councils and ad hoc conciliation boards besides which the National Manpower Commission was investigating the whole question of communication and negotiation channels at entrepreneurial level.

All existing legal structures were based on the principle of self-determination and management in the sphere of labour relations and recognized the policy of minimal interference from government authorities.

Mr Botha emphasized that the parties representing employees on industrial councils and conciliation boards had to be registered organizations.

But, he said, there were at present certain trade unions which refused to register or, although registered, did not wish to use the regulation statutory dispensation. The question facing employers was how to deal with such trade unions.

The minister said hard and fast rules could not be laid down and added "It is a fact that although unregistered trade unions cannot make use of the machinery prescribed by the Labour Relations Act, communication and liaison with them are not prohibited by the Act."

He questioned the wisdom of ignoring spokesmen of workers belonging to unregistered unions. The decisive consideration in this regard was the importance of maintaining not only short-term but also long-term peaceful labour relations.

## Key role

Effective communication between employer and employee played a key role and "you will readily agree that the cold letter of the law and its impersonal machinery on its own cannot be an absolute guarantee of labour peace", Mr Botha said.

He called on employers to be honest and fair in their attitudes to workers.

## Suzman to attend hunger striker's trial

CAPE TIMES 12/3/82

Staff Reporter

HELEN Suzman is to attend the trial today of a man who went on a hunger strike and then cut his wrists because he wanted to speak to her. Kevin de Allende, of Valhalla Park, is appearing in the Cape Town Magistrate's Court on charges of robbery and

Wednesday, claiming that the authorities had ignored his request.

Mrs Suzman, MP for Houghton, is Progressive Federal Party spokesman on justice and civil rights. She will be accompanied by Mr Harry Pitman, an experienced lawyer and MP for Pinetown.

The magistrate, Mr D Cronje, has already told Mr De Allende to direct his complaints to the prison authorities and said the court could not allow a prisoner to speak to Mrs Suzman.

He told the court last week that he was on a hunger strike because he wanted to speak to Mrs Suzman. And he cut his wrists in court on Wednesday.

## Death of community worker

Staff Reporter

AARON Figaji, a known community worker, teacher and resident of Bellville South, died at Conradie Hospital Wednesday. He was 68. Figaji had taught for 15 years at the Athlone School for the Blind and was also a member of the service association of the community.

He suddenly became ill and was confined to a wheel chair. However, he continued to serve as secretary of the creche committee and as an official in the ratepayers' association up to his hospitalization in July 1981.

A requiem Mass will be held at the Holy Family Catholic Church, Rending Street, Bellville South, on Saturday at 9.30am. The burial will take place at Stikland Cemetery.

Mr Figaji is survived by his wife Doris, a daughter in Australia and five sons.

He tackled as a member of the Dove Club and was the building of a church in Bellville South in 1972, he suddenly



Composer Eubie Blake gets into the spirit of things at his 99th birthday party held in New York last month.

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### Overdose killed actor

LOS ANGELES — Film actor and comedian John Belushi, whose body was found in a hotel bungalow last Friday died of an overdose of cocaine and heroin, the Los Angeles coroner said last night.

The 33-year-old Belushi starred in such films as The Blues Brothers and Neighbours.

Police initially said Belushi had apparently died of natural causes — Sapa-Reuter

### Kristel film ban upheld

PRETORIA — An appeal to have the ban on the film "Private Lessons" lifted in South Africa has failed.

The film stars Sylvia Kristel, recently in South Africa to promote her latest film, "Lady Chatterley's Lover". She is also

# AMBERG PHARMACY

## the camera centre

**SAME DAY — OR NO PAY!**

### Bid protest

Own STRACD



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# State staff crisis: talks are on today

By GERALD REILLY  
Pretoria Bureau

A DEPUTATION from the Public Servants Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in the State departments

Background to the meeting is the 20 000 staff shortage in the service, the "unacceptable" maximum 15% increases for Government workers from April 1, and the fact that dissatisfaction is still rife in the State departments

The Minister of Labour, Mr Fanie Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate and lack of suitable recruits

Senior public servants said yesterday the resignations in the service would continue unabated this year in spite of the pay rise

Vital services, they said, were threatened because of a lack of qualified and experienced staff

The position was particularly critical in the offices of the Commissioner for Inland Revenue where big delays in collecting taxes were being experienced

The financial spokesman for the PFP, Mr Harry Schwarz, has questioned the Minister on allegations of GST losses as great as R600-million because of a lack of tax inspectors

At today's meeting in Cape Town the PSA delegation is expected to seek assurances that a resolution taken at a special meeting of the association's executive committee in February, that the pay gap between the public and private sectors be significantly narrowed over a programmed period of three years, will be carried out

The alternative, especially when the country starts climbing back out of recession, will be increased resignations and a critical deterioration in at least some key State services, it is claimed

Still ranking with State workers is the fact that last year's increases of about 12% failed to compensate for the rise in the cost of living

# Civil service pay crisis talks in City

CAPE TIMES 18/3/82 (250)  
134

Own Correspondent

**PRETORIA.** — A deputation from the Public Servants' Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in State departments.

Background to the meeting is the 20 000 staff shortage in the service, the "unacceptable" maximum 15 percent pay increases for government workers from April 1 and the fact that dissatisfaction is still rife.

The Minister of Labour, Mr Fanie Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate, and lack of suitable recruits.

## Collapse

Senior public servants said yesterday the resignations in the service would continue unabated this year in spite of the April 1 pay rise.

Vital services, they said, were threatened because of a lack of qualified and experienced staff.

The position was particularly critical in the offices of the Commissioner for Inland Revenue

where big delays in collecting taxes were being experienced.

## Narrowed

At today's meeting in Cape Town the PSA delegation is expected to seek assurances that a resolution taken at a special meeting of the association's executive committee in February that the pay gap between the public and private sectors sectors be significantly narrowed over three years, will be carried out.

The alternative, especially when the country starts climbing back out of recession will be increased resignations and a critical deterioration in at least some key State services, it is claimed.

Still wrangling with State department workers is the fact that last year's increases of about 12 percent failed to compensate even for cost of living rises.



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DAILY MAIL, London, March 10, 1930

# Public service body may get more clout

By CLARENCE BROWN

THEY had for a long time been waiting for a stronger body to be set up to investigate the administration of the public service.

Their long concentrated efforts have now resulted in the formation of a public service commission. At one time the public service was a mere collection of departments, but now it is a body with a definite character.

The commission will be empowered to carry out the programme in consultation with the public service.

The delegation made a strong impression on the public service.

It is felt that preference should be given to the public service in the selection of candidates for the public service.

The Commission of Enquiry into the Public Service has been set up to investigate the administration of the public service.

The delegation emphasized that the provision of adequate facilities for the public service should be given priority.

The Prime Minister announced last year further housing relief measures will be introduced from April 1, and that the Housing Finance Bill had been made available.

The commission was also told of bottlenecks in the home ownership scheme.

TRADE UNIONS FM 19/3/82  
**Creating unity**

Attempts to ~~forge~~ <sup>134</sup> unity within the emergent black and non-racial trade union movement will be taken a step further next month. Union leaders representing about 200 000 workers will hold their second summit meeting.

The first meeting, held in Cape Town in August last year, was one of the most significant events in SA's turbulent labour arena during recent years. Among the participants were the General Workers' Union, the Federation of SA Trade Unions (Fosatu), the Food and Canning Workers unions, the Council of Unions of SA (Cusa) and the SA Allied Workers' Union.

The union leaders pledged joint action to resist arbitrary moves by government and expressed opposition to the official collective bargaining system. The very fact that this meeting could be held is remarkable. Some of the unions are competing with each other for worker support and there are also important differences over matters of policy. For example, some of the unions are registered, while others are refusing to apply for registration.

It appears that police action against unionists has resulted in the second summit being held earlier than was originally planned. Union sources say it will be held in Johannesburg on April 24 and 25 and be

used to consolidate union unity.

The detention of unionists has hampered the work of some committees appointed after the Cape Town summit to promote unity between workers at plant level. However, union sources report that detentions and the death of trade unionist Neil Aggett in detention have actually forged stronger bonds between the unions. There are estimates that more than 100 000 workers took part in a brief work stoppage to protest against Aggett's death.

The meeting is likely to discuss the possibility of unions in the emerging black and non-racial union movement agreeing not to compete with each other for membership.

However, there seems little chance of an accord being reached on this issue.

Some unionists have in the past been pessimistic about the chances of friendly relations being maintained between unions in the movement. However, it is significant that they are now emphasising their commitment to creating greater co-operation between the unions.

Unions in the movement have, meanwhile, issued a joint statement condemning the detention of unionists. "In view of intensifying State attacks on the trade union movement, the need for a united union movement is becoming increasingly apparent," the statement says.

~~face to face~~



# Civil servants want power to bargain

~~27/2~~  
134  
E. Post  
20/3/84

JOHANNESBURG — The Association of Civil Servants has asked the new Minister of State Administration, Dr Gerrit Viljoen, for increased negotiating powers

The chairman of the association, Dr Colin Cameron, said talks on the implementation of the full programme for the reconstruction of the civil service had been held with Dr Viljoen and the Commission for Administration

The association's representatives were told a new deal for the civil service would be hammered out in consultation with the association

Dr Cameron said personnel groups, such as clerks and technicians, were in a poor position and the association had asked for an improvement.

Problems in connection with housing were also discussed in the light of the Prime Minister's announcement that assistance was envisaged as from next month. — Sapa

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# Salary worries for civil servants

Staff Reporter  
THE Public Servants' League of South Africa, the trade union for 20 000 coloured civil servants, has found little in this week's parliamentary budget speech to dispel the uncertainty surrounding its members' future salary situation.

The union's problem is compounded by the fact that it is not yet officially recognized by the central government's Commission for Administration, according to a spokesman for the league. This meant that official information was not circulated to the union, and that decisions on pay increases reached the union only as accomplished facts.

## 'Weren't told'

The league spokesman said "Even when it became known earlier this year there would be a 15 percent increase for civil servants in April, we only became aware of this through newspaper reports."

At the time, the spokesman said, it was predicted that a collapse in some State services was probable because of the shortage of staff resulting from an unacceptable salary deal (the 15 percent increase) put together for the country's 600 000 civil servants.

"We don't even know whether we (the coloured State employees) are included in the 600 000," the spokesman said. (White civil servants belong to the Public Servants' Association of South Africa.)

In Wednesday's budget speech, the Minister of Finance, Mr Owen Horwood, said "A package of improvements in conditions of service costing a record R800-million has been approved for 1982-83."

"Because an early decision was reached on the remuneration package, the greater part of the provision could be allocated to the various votes, leaving a balance of R200-million to be included in Vote 25 Improvement of Conditions of Service."

"The major improvements contemplated are a substantial general salary adjustment, the implementation of a further phase of the programme to narrow the wage gap among the different population groups, and an extension of the practice of salary differentiation among selected professional categories," Mr Horwood said.





# Politics in unions is out, says PM

ROM 27/3/82 (277) (134) (240)

NEW YORK — South Africa would encourage private companies to talk to trade unions representing black workers but any improper political activities by unions would be stopped

This was said by the Prime Minister, Mr P W Botha, in an interview with Business Week magazine this week

Mr Botha said "The right of workers to organise and deliberate on working conditions must be accepted"

But he added "If trade unions allow themselves to be exploited by outside political forces, the ordinary measures of orderly government will be applied"

Asked by Business Week's Africa bureau manager, Mr Jonathan Kapstein, why so many black trade union leaders had been detained by police, Mr Botha said the action taken was not against union leaders but against individuals

"We have certain measures that we apply against anyone, trade union leaders or others, either white or black, who want to undermine the security of the country," he said

Mr Botha said South Africa's programme of setting up separate homelands for blacks would continue despite the defection of some Rightwing members of his National Party

It was absurd to call the homelands dumping grounds or a method of separating the races. Homelands were 'self governing states on their way to independence'

In reply to critics of apartheid Mr Botha pointed to South Africa's prosperity which, he said, attracted people from surrounding countries

"How do they explain the fact that more than 500 000 people from all over Southern Africa are trying to live in the Republic of South Africa?" he asked "Our problem is to get them back to their own countries"

Asked about the threats facing South Africa, Mr Botha said the country was threatened by communist agitation and "interference by the international community, consisting of do-gooders and some media who believe they can preach to us how we should practise our political life"

## Coach trips' switch

SALISBURY — Coach trips from Salisbury to Johannesburg will be rescheduled as a result of the sunset to sunrise curfew on the Bulawayo-Bait Bridge road, imposed after a car was ambushed on Wednesday night

A statement from Express Motorways said that from Monday the coach would leave Salisbury at 9pm instead of 6pm on Mondays, Wednesdays and Fridays

There would be an hour stop in Bulawayo, making a 4-hour difference in the time of arrival at Bait Bridge

The general manager of Express Motorways, Mr William Thomas, said the changed times would remain in force "until further notice"

Last night's departure for Bulawayo was still to be 6pm, but there would be a 3½ to 4-hour wait in Bulawayo. Return journeys from Johannesburg would also be delayed — Sapa

## Rembrandt refuses request by union

ROM 27/3/82 (63) (183) (152) (198) (140A)

By STEVEN FRIEDMAN  
Labour Reporter

DR ANTON Rupert's Rembrandt Group this week rejected a request by a union that the group intervene in a dispute at Henkel, which faces a world-wide consumer boycott from today

In a telex message to Fosatu's Chemical Workers' Industrial Union, Dr Rupert's personal assistant, Mr J H Groeneveld, said Rembrandt was not involved in the management of Henkel

the union is to call a boycott of the company's products

The 6 000 000-member International Chemical and Energy Workers' Federation has pledged support for the boycott

Mr Groeneveld yesterday released an extract from a telex message to the CWIU responding to its request for senior Rembrandt men to intervene

"I wish to advise that Henkel is not a subsidiary of Rembrandt which has only

Chosen yesterday from 50 others to take part in the finals of the Mod-From left: Leigh Harding, Dene Wright and Millicent Mseleku

Picture: DANIE COETZER

## Boys out of black Bok

ROM 27/3/82

said his department did not deal with the matter as it was "too administrative"

At the centre this week Mr Johan "JC" Engelbrecht said Siwisa should be given a chance to practise "to the full" before going to the United States

"But there is a Rightwing element at the centre, and it will therefore be better for him to practise when whites are not around"

Most of the members of two Railways volleyball teams did not want to hear of Siwisa practising at our centre

They pushed the Rand Daily Mail reporter and photographer out of the centre saying

## Woman drunk before death

DURBAN — A 59-year-old woman was naked and "horribly drunk" some hours before her husband allegedly stabbed her to death, the Durban Regional Court heard yesterday

Mr Carl Pieter Goldenburg

**Botha's**  
W/C ARGUS  
**attitude**  
27/3/82  
**on black**  
(134)  
**unions**

**Weekend Argus Bureau**  
NEW YORK — South Africa said this week it would encourage private companies to talk to trade unions representing black workers but any improper political activities by unions would be stopped.

The Prime Minister, Mr P W Botha, told Business Week magazine in its April 5 issue 'The right of workers to organise and deliberate on working conditions must be accepted.'

But he added: 'If trade unions allow themselves to be exploited by outside political forces, the ordinary measures of orderly government will be applied.'

Asked by Business Week's Africa Bureau manager, Mr Jonathan Kapstein, why so many black trade union leaders had been detained by police, Mr Botha said the action taken was not against the union leaders but against individuals.

#### **SECURITY**

'We have certain measures that we apply against anyone, trade union leaders or others, either white or black, who want to undermine the security of the country,' Mr Botha said.

It was the Prime Minister's first interview with a foreign news magazine in three years, Business Week said.

Mr Botha said South Africa's programme of setting up separate homelands for black Africans would continue in spite of the defection of some right-wing members of his National Party. 'We shall not be retarded in our efforts because of the breaking away of a few Members of Parliament,' he said.

Mr Botha said it was absurd to call the homelands dumping grounds for blacks or a method of separating the races. He called the homelands national states which were 'self-governing states on their way to independence.'



# Strike safety valve sought for 14000

star 3/3/82 (134)

A way has to be devised in which Johannesburg City Council's 14 000 black migratory workers who are not members of a trade union can be involved in a genuine negotiating system, said Mrs Janet Levine (PFP, Norwood) yesterday.

Applauding measures to reach parity in conditions of service for all race groups, Mrs Levine said the council needed to adopt new parameters for its future industrial relations.

With a workforce of 21 000, the city council is one of the largest employers in Johannesburg — but two thirds of its manpower is not allied to a trade union.

"While it is obligatory for most of our white employees to become members of a union, the same does not apply to blacks. This is a major bone of contention."

Mrs Levine said it was imperative for the council to open lines of communication with its non trade unionists.

"We cannot ignore the labour unrest of the

past year. If our black workers reject the Industrial Council's negotiating mechanism then the council must find her solution."

Failure to do so could lead to labour unrest which, said Mrs Levine, would be the management committee's fault.

Management chairman Mr Francois Oberholzer said labourers were loath to become union members, preferring direct contact with officials.

Describing the black trade union movement as an evolutionary process, he appealed to PFP members to help the council avert racial conflict.

"We may force a labour upheaval if we insist that blacks join a union."

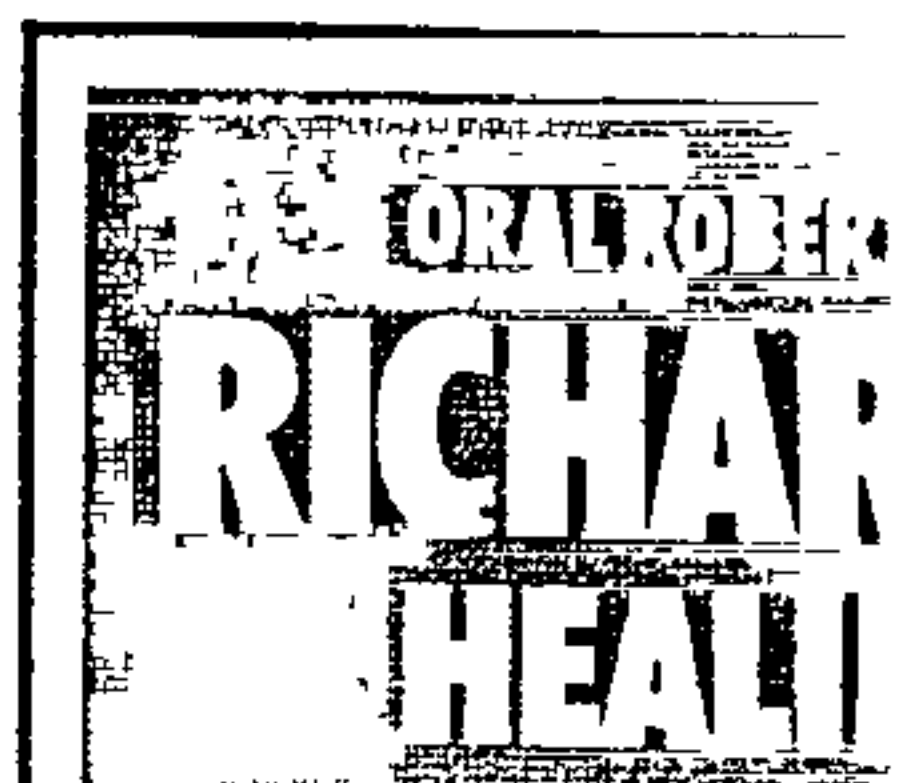
Stressing the importance of industrial peace, Mr Oberholzer warned "Strike action is the most powerful weapon which our black workforce has, and we must be careful not to create the climate which will provide the opportunity to use that against us."

## Jo'burg 'yes' to ambulance plan

Johannesburg's City Council last night accepted a recommendation — first suggested more than 20 years ago by a commission of inquiry — that its ambulance service become provincially controlled.

This means a saving in excess of R1 million for local residents and heralds one in a series of additional sources of revenue for the municipality from provincial and State coffers.

Mr Simon Chilchik (PFP) Hillbrow



## Praise enough to bowl maiden over

There was only one real maiden involved in the 10 maiden speeches delivered yesterday at the first meeting of the Johannesburg City Council since the March 3 municipal election.

She was Mrs Shetland-Camner and the general consensus of all the males present was that she was by far the prettiest of them all. Not that they were being derogatory about Bertie du Toit, Koos Roets or any of the other members of the Progressive Federal Party who

There was only one real maiden involved in the 10 maiden speeches delivered yesterday at the first meeting of the Johannesburg City Council since the March 3 municipal election.

city's frail aged, Mrs Camner was immediately applauded by the National Party's city council leader, Mr Carel Venter, who remarked that she was the first woman elected to represent his party on the council.

A charming breakthrough, said an appreciative management committee chairman, Mr Francois Oberholzer. Compliments flowed thick and fast. Progressive Federal Party

Then it was the turn of Mr Sadie of the Raters' Federation. But after ing previously on the some years ago he was at a how to describe maiden speech. Perhaps I refer to it as in

**SUNLIGHT LIQUID**  
Your Hyper dishes up extra Hyper-savings!

**JILLS WIPE-ALL**  
ALL PURPOSE CLEANER IN THE AREA  
VELOOCHE REINIGER IN AMERIKA

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**Bakers Tennis**

# Tucsa union may attend summit

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134

JOHANNESBURG — In an unprecedented move, a major Tucsa-affiliated union, the SA Boilermakers Society, has put out feelers about attending the summit meeting of emerging trade unions to be held here next month.

Relations between the emerging union movement and Tucsa have been tense for some time. They deteriorated dramatically after a statement by Tucsa's general secretary, Mr Arthur Grobbelaar, in which he attacked the protests which followed the death in detention of Dr Neil Aggett.

A decision by a Tucsa-affiliated union to attend the summit

would, therefore herald a dramatic new turn in attempts to forge union unity.

But indications are that the union may not be allowed to attend the unity meeting because of anticipated objections from some unions.

One union source said however, that there was a possibility of the union being invited to attend on condition it agreed to publicly distance itself from Mr Grobbelaar's statement and from Tucsa.

The Boilermakers' general secretary, Mr Ike van der Watt, has confirmed that he had "put out feelers" to emerging unions with a

view to attending the meeting.

It was not a formal approach — we merely wanted to get an idea of what the likely reaction would be. My impression was that we would not be welcome. However I intend to continue with efforts to forge union unity across the entire spectrum," Mr Van der Watt said.

Mr Van der Watt is a Tucsa vice-president.

A senior emerging union source has confirmed that he had been approached by Mr Van der Watt on behalf of his union and also confirmed that the approach had been tentative rather than a

firm application.

"My impression was that they wanted to attend in order to find out what our thinking was and to see if there was room for co-operation," he added.

The source said he had no objections to the Boilermakers attending the meeting and added that the bigger union groupings such as Fosatu, Cusa and the General Workers' Union were unlikely to object.

"But I fear that some of the newer unions would refuse outright to attend a meeting attended by anybody affiliated to Tucsa," he added.

Another source endorsed this view but added that a "possible solution" was to invite the union to attend if it rejected Mr Grobbelaar's statement or distanced itself from Tucsa.

"It is not this union people are opposed to — it is Tucsa, particularly after its attitude to the Aggett protests," he said.  
— DDC



<sup>DEK</sup>  
It's <sup>(134)</sup> wait  
and see  
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for civil  
<sup>31/3/82</sup>  
servants

**Chief Reporter**

South Africa's public servants are waiting to see how they will benefit from the new policy of pay differentiation to be introduced this year

Mr R H Landman, general manager of the Public Servants' Association, said civil servants had already been notified of the size of their April increases which are roughly equal to the cost-of-living index over the past year — about 14 percent.

Black, coloured and Indian public servants will receive slightly higher increases as part of the Government's policy of closing the wage gap

Mr Landman said public servants were satisfied with their increases, but were watching how the principle of pay differentiation between various professions would be applied

The Commission for Administration is investigating how to attract new public servants to professions that are suffering a desperate shortage

This could affect categories such as teachers and nurses as well as other professional people who are in such short supply

Mr Landman said the availability of funds would determine whether special pay increases for professions would be made retrospective or would be paid after the adjustments were made

# Curb police action on unions — Suzman

Political Staff

## HOUSE OF ASSEMBLY

Mrs Helen Suzman (PFP Houghton) warned in Parliament yesterday that unless the Department of Manpower could curb security police interference in trade union activities there could be no question of industrial peace in South Africa.

Speaking during the Budget debate Mrs Suzman dismissed assurances by the ministers of justice and law and order that the detention of trade unionists was not connected to their trade union activities.

"They can deny this till the cows come home but nobody believes them and nor do I," Mrs Suzman said.

She warned that the "apparently apathetic" attitude of the Minister of Manpower and his department towards security

police interference was "extremely dangerous."

Co-operation between workers and employers inside the factory, and confrontation between the government and trade union leaders outside the factory cannot co-exist and is an invitation to anarchy in the work place," Mrs Suzman said.

## Employers

Orderly bargaining structures could only be established if employers were able to deal with leaders chosen by the workers themselves, whether or not these leaders met with the approval of the security police.

Mrs Suzman said that the ever-increasing activities of the security police against black trade unions and trade unionists had led to a growing suspicion of collusion be-

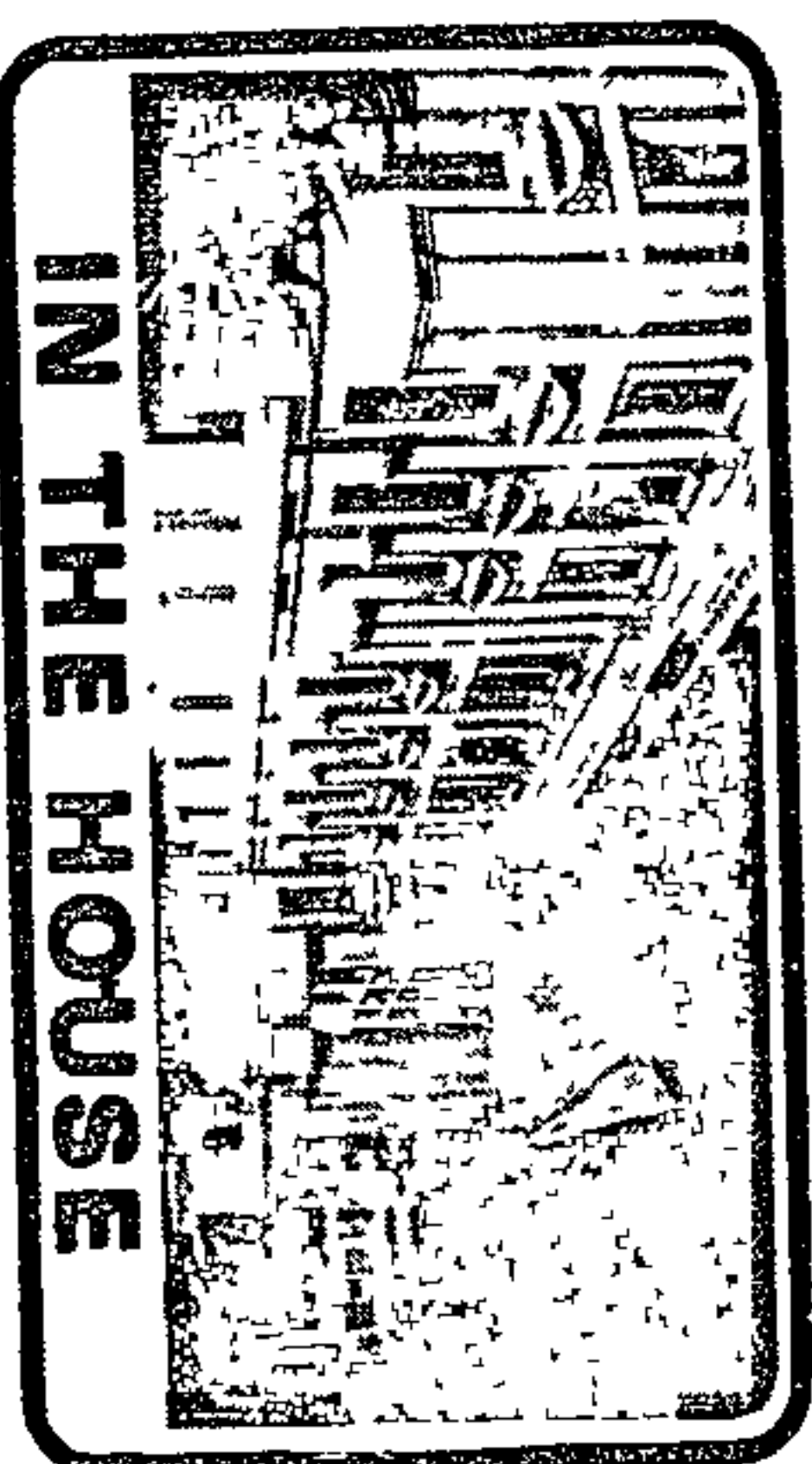
tween the Department of Manpower and the security police.

Raids, banning of meetings, harassment of trade unionists and banning of individuals had led to this suspicion.

Over the past year about 30 people who fell within the category of trade union worker or leader had been detained under the security laws.

Mrs Suzman said that the Director-general of the Department of Manpower had admitted in the annual report of the department that the detentions did cause tensions with the unions concerned and affected relations between employers and employees.

"It therefore seems a great pity that the department is unable to curb police activities among trade union leaders," she said.



# 'Verwoerd would back PM's policies'

## HOUSE OF ASSEMBLY

The small group of former Nationalists who broke away to form the Conservative Party did so out of fear of the Hendrik Schoeman, the Minister of Transport Affairs, said yesterday.

He said during the Budget debate that Dr Treurnicht and his followers in the Conservative Party had been underhanded in their secret plotting to subvert the Transvaal National Party.

These men had plotted in the dark and started a party in secret. They had called a head committee meeting in the Transvaal to try to "catch us with our pants down" while keeping a false and friendly front with colleagues in the cabinet.

"These are people who stabbed me in the back and if there is growth in that party then I believe there is something wrong with our people," he said.

"They left the National Party for two reasons. Their immense fear of the HNP and deep inner frustration."

## 'Back to Verwoerd'

They would no doubt soon raise the call "Back to Verwoerd". But the

# Lower power tariffs

Political Correspondent

HOUSE OF ASSEMBLY — While areas such as East London, Port Elizabeth and Atlantis will have lower electricity tariffs from today, Cape Town's consumers are to be denied this benefit.

This is because electricity subsidies are part of new incentives to encourage economic decentralization and Cape Town is regarded as an area where conditions are already favourable for establishing industries.

The incentives, published in a government policy white paper yesterday, follow discussions between the government and private enterprise at the Carlton and Good Hope conferences.

Cape Town is one of four metropolitan areas in which economic development has become concentrated. The other three are the Pretoria-Witwatersrand-Vaal Triangle (PWV) area, Durban-Pinetown and Port

Elizabeth

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# New bill be

Political Correspondent

HOUSE OF ASSEMBLY — The Minister of Law and Order, Mr Louis le Grange gave notice yesterday of legislation to combat intimidation and to ban demonstrations in or near court buildings.

Both measures flow from the recommendations of the Rabie commission report on security legislation, accepted in principle by the government. Details of the bills will not be known until they are published but, if they follow the recommendations, both will be strengthened.

Mr Louis le Grange



# Buthelezi report: Nat view

Political Staff

HOUSE OF ASSEMBLY — The chairman of the consolidation commission, Mr Henrie van der Walt, yesterday denied

# Members' Que

521 in Crossroads have per

TEMPORARY residence permits in Crossroads have been cancelled found not to be bona fide residence camp. The figure was given to Parliament by Dr George Morrison, Deputy Minister in reply to a question from Mr Keel

dens) He said the permits had been issued on the instruction of a local official of the operation and Development a screened by an administrative co

# FOR INVESTORS

# SPERFISI



# Aggett death a shadow, says envoy

Own Correspondent

JOHANNESBURG. — The death in detention of trade union leader, Dr Neil Aggett, and other detentions without trial cast a "deep shadow on development which was watched with acclaim and optimism abroad" the German ambassador to South Africa, Dr Ekkerhard Eickhoff, said yesterday.

Dr Eickhoff, who opened the German pavilion at the 1982 Rand Show, spoke of how the Poles found expression of their aspirations in the free trade union movement

"A similar movement of promising trade unionism is on the way in South Africa. We have welcomed the reforms which have made this possible," Dr Eickhoff said.

He said he feared the thrust of these reforms would be lost if leading trade unionists were detained and banned.

He said it was also a serious setback for all those who were striving for a better political and economic climate to ensure a promising future for the country

"And it is a discouragement also for all those who have at heart peace and better relations between South Africa and the rest of the world."

## Problem club

Dr Eickhoff also said it seemed South Africa was about to join the "club of countries with economic problems", because gold and diamonds had lost their money-making reputation

He said constitutional proposals which the President's Council were to publish shortly were looked forward to with great expectations

"My country will appreciate any substantial steps on new avenues of consultation leading to co-responsibility with other race groups. Let me confess that instead of this formula I rather prefer the Prime Minister's authorized version of "healthy power sharing"

## Trade

The ambassador concluded by saying peace and a better mutual understanding would form the

economic development in this country and for its trade with the outside world.

The South African Pavilion was opened last night by Mr Brand Fourie, Director-General of the Department of Foreign Affairs and Information. Members of the Royal Swaziland family and other dignitaries were in attendance.

## The image

Mr Fourie said the task of his department was to carry the image of South Africa to the rest of the world.

"This is a true reflection and not propoganda and the outside world have to come as to their own conclusions to what is shown in practice," Mr Fourie said.

He said the natural resources of a country which were inherited were not what made a nation but a nation was made by what man achieved

"We try to move forward all the time. We can only project the country's real image if we show how we as a nation strive to work," Mr Fourie said.

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**HOUSE OF ASSEMBLY**  
— The government was not against trade unions and no union was forced to register, the Minister of Manpower, Mr Fanie Botha, said yesterday

# Govt 'won't force unions to register'

Replying to the manpower budget vote debate, the Minister said "We have no problems with unions. We have problems with certain militant people who try to lead unions in the wrong direction. It is union members who must decide who their leaders are. They must beware of militants."

Unions were meant to achieve better working conditions for their members and not "to be used as a tool in the liberation struggle", as someone said to him.

"I hope the day won't come that unions are used by certain people to sow unrest. There is no feeling on the part of the government against the

existence of unions and against the large number of unions which play a useful role in our economic life."

Earlier in the debate, Mr Botha said South Africa had performed dramatically in the field of labour stability and peace among its 5.5 million factory and service workers last year.

There had been a period of adjustment and reform in labour relations over recent years which could now be considered complete.

Stability and peace in the labour field could be measured by the fact that

12 new labour unions were established last year while 246 000 workers of all races had officially entered the registered labour market.

The government could look back at a few years during which the basis for labour prosperity and peace had been laid.

"It has been worthwhile and the results are such that we can feel satisfied," he said.

The government was faced with the difficult task of bringing first and third world workers together without the third world workers being put in a situation of neglect

"In the main, we have succeeded," he said. As basic cornerstones of the labour policy the government had set four criteria:

- To promote labour stability and peace

- To train and retrain the mass of South Africans

- To keep the productivity of the labour corps as high as possible

- To guarantee the welfare and security of South Africa's workers. In all these fields South Africa had achieved dramatic successes.

Success in training and retraining could be seen

in the fact that last year 1 440 additional artisan training contracts were entered into.

The private sector had trained an additional 76 000 workers.

"A total of 133 000 additional people were trained last year," Mr Botha said.

"We could hardly train any more if we wanted to," he said.

Productivity had shown equally dramatic improvements and as far as job security was concerned, the fact that there were 24 000 fewer unemployment payments than the previous year illustrated progress.

"We experienced success because there was confidence in what the government set out to do and because we had cooperation from all sides," he said — Sapa

COURSE of study (e.g. B.A.; B.Com.; M.Med.):  
STUDIEKURSUS:

B. Com.

No. of Answer Books handed in  
Aantal antwoordboeke ingelewer

4

Number of this book  
Nommer van hierdie boek

4

## NOTICE TO CANDIDATES

### WAARSKUWING

1 Candidates must not use both sides of the paper for their answers. The left-hand pages may be used for rough work, but the examiners will only give credit for answers written on the right-hand pages.

2 Candidates are reminded to indicate their names on all loose sheets accompanying an answer to an examination question.

3. No candidate may have with him in the examination room any books or notes whatsoever unless specially instructed by the Registrar by written notice to bring such with him, when he may take into the room the books indicated but no other books or notes.

4. A candidate attempting to help or obtain help from any other candidate, or having any unauthorised books or notes in his possession will be liable to be disqualified and to be further dealt with as may be determined by the Senate.

5 A candidate must not take out of the examination room any examination books supplied by the University.

6 Pages must not be extracted from this book

1. Eksamenantwoorde mag net aan één kant van die papier geskryf word. Kladderwerk mag op die agterkant van 'n bladsy gedoen word, maar die eksaminator sal vir eksamendoeleindes alleen in aanmerking neem wat op die voorkant geskryf is.

2. Kandidate word herinner om hulle name op alle los blaas wat 'n antwoord op 'n eksamenvraag vergesel, te skryf.

3. Geen kandidaat mag boeke of aantekeninge van watter aard ookal by hom in die eksamenkamer hê nie tensy die Registrateur deur skriftelike kennisgewing las gegee het om bepaalde boeke mee te bring.

4. 'n Kandidaat wat probeer om 'n ander kandidaat te help of om hulp van 'n ander kandidaat te verkry, of wat ongeoorloofde boeke of aantekeninge in sy besit in die eksamenkamer het, stel homself bloot aan diskwalifikasie en sulke verdere stappe as wat die Senaat nodig mag ag.

5. Geen eksamenskrifte deur die Universiteit verskaf, mag uit die eksamenkamer weggevoer word nie.

6. Geen bladsye mag uit hierdie eksamenskrif geskeur word nie.



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galization of black unions.

He said the government should be careful about creating "a breeding ground for political unrest"

Mr Barnard referred specifically to the investigation of farm and domestic workers and accused the government of appointing commissions to investigate areas where there had been no complaints, interfering in relationships between employer and employee

No domestic worker had complained, yet a real urban threat could be created by the formation of organizations across the country which could be used by agitators.

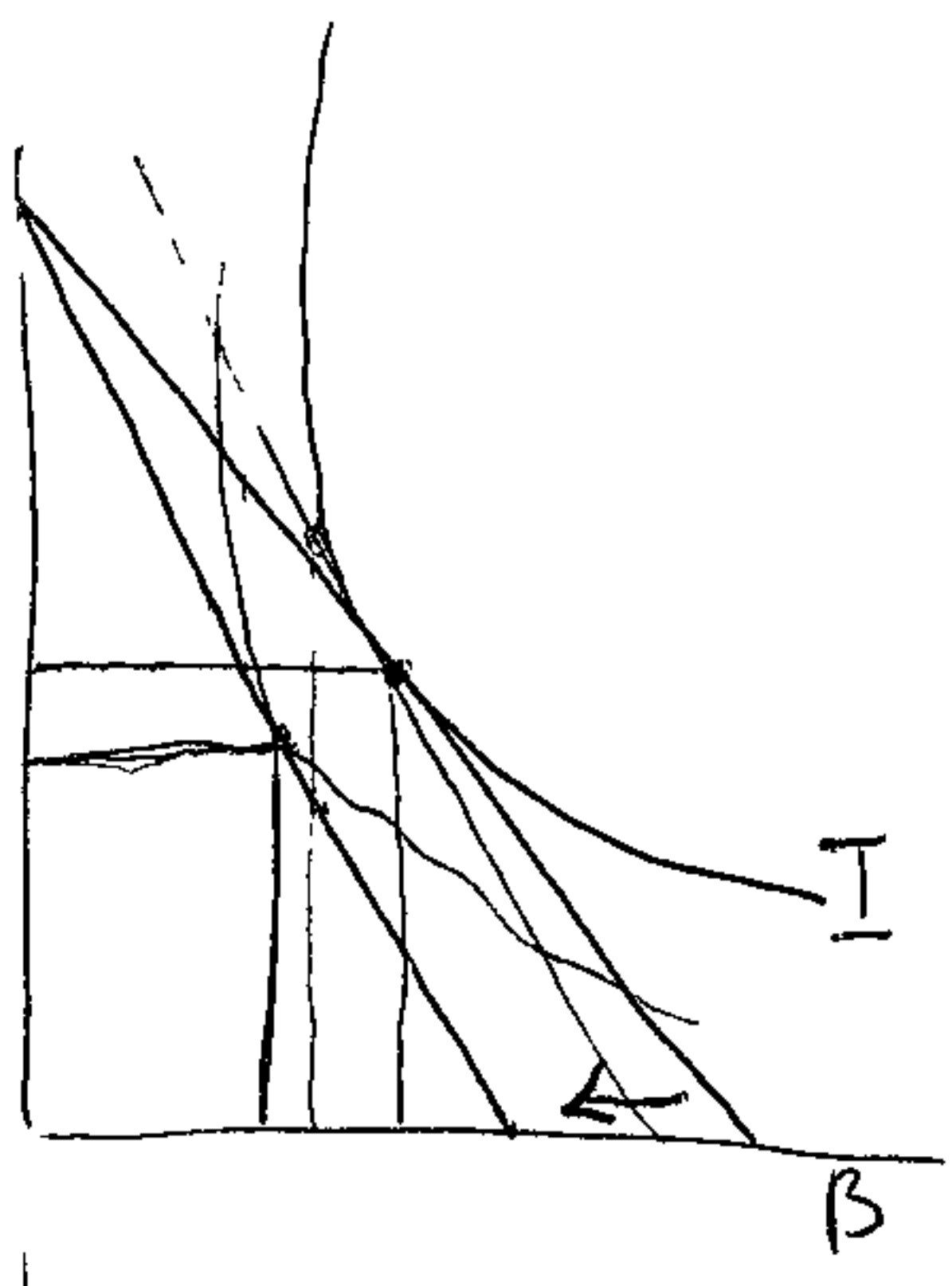
Mr Botha in turn accused Mr Le Roux of making "bitter, irresponsible and unfair" allegations.

Nationalist congresses had been consulted about the Wiehahn reforms, he said as Mr Le Roux interjected that this was only after implementation. Mr Botha also said Mr Le Roux, as a member of the Nationalist study group on manpower, had been involved in and aware of everything that was done

"There was not one occasion on which you did not agree"

Mr Botha accused Dr Treurnicht of knowing nothing about labour matters and the CP of trying to give the impression of campaigning to restore rights which had been taken away

● Manpower vote debate, page 5



Too late for classification

DEATHS

**SHEAR** — Sarah, our wonderful, kind and gentle aunt, whom we all loved dearly, passed away peacefully on 18 4 82 after an illness so bravely borne. Her memories will always be treasured and we will always remember her fondly. Deeply mourned and sadly missed by her loving family, Walter and Liska Gordon, children and grandchildren

**SHEAR** — Sarah, our loving kind and darling sister, passed away on 18 4 82. Will be fondly remembered by her sisters Dinah Byrne, Becky Gersohn and brother Hyman Shear

**LAYDEN** — Michael, dearly beloved husband of Norah and loving father of Michelle, Kenny, and grandfather of Teresa, Barbara Ann and John, and stepfather of Ian, Diane, Heather, Marelynne, Chester and their families. Fortified by the right of The Holy Roman Catholic Church. Requiem Mass at 3 30pm Wednesday, April 21, at Our Lady Of Good Hope Church, Sea Point. No flowers by request, donation in lieu of to St John's Catholic Parish, PO Box 395, Beaufort West, 6970. Cremation private. Resurrected with The Lord

CAPL-Tunis 20/4/82 (134)

SECTION (A)

# Botha denies responsibility for detention of unionists

Examiner's Initials:  
Voorletters van Eksaminator:  
S. b

## CAPE TOWN AN KAAPSTAD



### Political Staff

#### HOUSE OF ASSEMBLY

— The Minister of Manpower, Mr Fanie Botha, denied in Parliament yesterday that his department had been responsible for initiating police action against trade unionists

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Mr Botha was replying to a scathing attack by the PFP's chief labour spokesman, Dr Alex Boraine, during the budget debate on the manpower vote yesterday

DA

Dr Boraine lashed out at the government's "brutal and archaic forms of repression and victimization of labour leaders" and called on Mr Botha to intervene

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Mr Botha said in reply that his department could not interfere in the affairs of other departments

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### Difficulties

No  
Aa

He conceded that difficulties had arisen in labour negotiations but denied that police had "stuck their noses into negotiations"

Mr Botha said that if it was necessary would do follow-up work and there would be prosecutions

But he said that no unionist had been "approached" on the orders or at the suggestion of the Department of Manpower

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Earlier in the debate Dr Boraine drew an immediate protest from the government benches with his allegation that the government was applying "brutal and archaic forms of repression" in the labour field

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"Dr Neil Aggett was a trade union leader when he died and that is pretty brutal"

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He said that the rash of detentions, bannings and general harassment of many union leaders had

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reached crisis proportions and that the credibility of the Department of Manpower was now at stake

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"For the sake of labour peace in South Africa the police must get out and stay out and leave industrial negotiation to man-

agement and labour" Dr Boraine warned

"All labour leaders and trade unionists who are now detained without trial must be released immediately — not only because the system of detention without trial is barbaric but also to regain union confidence and to prevent the growth of militancy"

Dr Boraine said that while the opposition welcomed the labour reforms in recent years it was "extremely foolish" to liberalize laws and then use the security apparatus to negate them

### Severe blow

"The death of Dr Aggett in detention and the hospitalization of Mr Thozamile Gqweta and Mr Sam Kikine of SAAWU are not only tragic and wrong, but has dealt a severe blow to years of enlightened work by this department"

"It is simply not good enough for the minister or his department or the government saying that it detains individuals and not unionists"

"No-one believes this anymore Black unionists believe that there is a deliberate vendetta against them"

"Employers too are concerned that detentions and bannings often rob them of anyone credible to negotiate with during disputes," he said

from the heading on the Examination Paper):

Number of this book  
Nommer van hierdie boek

1

## CANDIDATES WING

1 Eksamenantwoorde mag net aan één kant van die papier geskryf word Kladwerk mag op die agterkant van 'n bladsy gedoen word, maar die eksaminator sal vir eksamendoeleindes alleen in aanmerking neem wat op die voorkant geskryf is.

2 Kandidate word herinner om hulle name op alle bladsye wat 'n antwoord op 'n eksamenvraag verskaf, te skryf

3 Geen kandidaat mag boeke of aantekeninge van watter aard ookal by hom in die eksamenkamer hê nie tensy die Registrateur deur skriftelike kennisgewing las gegee het om bepaalde boeke mee te bring

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5 Geen eksamenskryfde deur die Universiteit verskaf, mag uit die eksamenkamer weggeneem word

6 Geen bladsye mag uit hierdie eksamenskryfde uitgeskeur word nie





MR J W van Staden

# Terrorists and saboteurs - not labour leaders, says Nat

AR645 20/4/82

DETAINED labour leaders benches when Mr van Staden referred to detainees during the debate because they were terrorists, not on the Manpower vote in because they were labour the committee stage of the budget leaders, Mr J W van Staden (NFP, nominated) said yesterday.

There were loud calls about detainees during the debate, saying it was not a matter for the Minister of Manpower (Mr Fanie Botha) to account for because they are terrorists and saboteurs, not because they are labour leaders,' he said.

Dr Alex Boraine (PFP, Pinelands) and Mr Horace van Rensburg (PFP, Bryanston) both de-

manded by way of inter-union that the detained people be brought to trial.

Mr van Staden did not refer to detainees again Mr J H B Ungerer (NP, Sasolburg) said the detainees were not members of registered trade unions.

'Not one is an official of a registered trade union. The clear implication is that we are dealing with people who are the victims of malicious agitation who have no interest in the welfare of South Africa,' he said.

Mr van Rensburg said 'Bring them before a court'.

Mr Ron Miller, the New Republic Party spokesman on labour, said the Minister should help remove the dark cloud the detentions had cast over labour reforms.

'I appeal to the Minister to see that the due process of law is fulfilled and to see to it that these people are brought to court' - Sapa.

# Black education is 'striding out'

AR645 20/4/82

50

Political Correspondent

RAPID progress has been made with the improvement of black education facilities since a 52 per cent increase in the budget of the Department of Education and Training, the department says in its 1981 report.

The existing courses are being replaced by three-year diploma courses, while the qualifications of existing teachers are being upgraded.

All black teachers' training colleges from this year accept a senior certificate as the entrance qualification.

By 1980 7 953 teachers had obtained matric and last year this number increased to 9 943.

Dealing with university training the report says that the creation of the new Vista university ushers in a totally new era.

This institution is not campus-bound and will bring university training on a decentralised basis to the doorstep of the community.

It will make use mainly of existing facilities and staff and will maintain accepted standards while providing for the specific needs of the communities in question.

It will also not be in competition with existing tertiary institutions but will fulfil a complementary function.

The total number of black students at universities, including those studying at Unisa, increased from 19 225 in 1980 to 20 523 in 1981.

Greater differentiation in teacher training courses is being introduced and the general standard of training is being improved due to the greater availability of matriculants.

At present there are 35 colleges of education for blacks in the Republic.

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**GENERAL NEWS**

# Big firms plotting against workers

By Drew Forrest

Employers in the mining and metal industries are working together to undermine established trade unions for skilled workers, a leading registered trade unionist claims

To "prepare the battlefield in their favour" the employers are seeking to buy off unskilled and semi-skilled workers, says the general secretary of the SA Electrical Workers Association, Mr Ben Nicholson

Writing in the union's journal, Power, Mr Nicholson said this year's wage negotiations in the metal and mining industries had indicated a great degree of collusion between the two sets of employers

"This is hardly surprising, since the tentacles of the octopuses which some giant corporations have become stretch into all sections of the economy," he said

Wage talks in the metal industries had shown that employers were no longer concerned with meeting the demands of skilled workers, Mr Nicholson said. Instead, they were prepared to go to maximum lengths to appease demands made by those claiming to represent unskilled employees

In an agreement reached this week, metal employers granted minimum wage increases ranging from 16 percent for artisans to 26,5 percent for unskilled workers

In the mining industry, where the Chamber of Mines and artisan unions are in dispute over wages, Mr Nicholson predicted that unskilled workers would be made a similar offer to that made to their metal industry counterparts

His allegations were denied by the director of the Steel and Engineering Industries Federation, Mr Sam van Coller, and a spokesman for the Chamber of Mines

"We greatly value our relationship with the established unions," Mr van Coller said

The preparation of the employers' offer in the metal industries' wage talks was a "participative exercise," involving many employers, and this precluded collusion of the kind alleged

able Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may be used

- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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- WARNING**
- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
  - 2 Candidates are not to communicate with other candidates or with any person except the invigilator
  - 3 No part of an answer book is to be torn out
  - 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination



# costs dearly

**Consumer Reporter**

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# Union hopes rise for end to mines dispute

The conciliation board appointed by the Minister of Manpower to resolve the wage dispute in the mining industry is to meet next Thursday

Trade unions representing about 25,000 white miners will meet Chamber of Mines representatives in a bid

to settle the dispute recently declared by the unions

Union sources said that at a meeting last week the chamber indicated that its earlier offer of a 5 percent pay increase was not final

But there was little sign that employers

were willing to approach the union demand for a 15 percent rise they added.

A union member said this week's settlement of the wage dispute in the metal industries had raised hopes for agreement on the mines.

# Police threaten soccer ban

**The Star Bureau**

LONDON — Police may soon have to ban some soccer matches as a threat to public order, Police Federation Chairman Mr James Jardine has warned

Mr Jardine said "The game is not above the law If it can't put its house in order then the law will have to do it"

Speaking at the federation's conference at Scarborough, Mr Jardine commented on Tuesday's football riot when Leeds fans tried to wreck the West Bromwich ground

"The football club itself will wring its hands and say it is nothing to do with them, they were not true supporters But

the sad truth is that almost every important football match these days represents a threat of crowd violence and probable riots," said Mr Jardine

He suggested clubs with violent fans should be put out of business by making it too expensive for them to afford a police presence at riot-threatened games

# Aborigines want blacks at Games

**Own Correspondent**

CANBERRA — Aborigines have appealed to black Commonwealth nations to come to the Brisbane Commonwealth Games so that they can see the plight of Australian blacks for themselves

The executive committee of the National Aboriginal Congress (NAC) made the plea this week when it denied it was seeking a boycott of the Games

The congress is effectively Australia's Aboriginal Parliament and the chief source of advice on Aboriginal issues to Prime Minister Mr Malcolm Fraser's national government.

NAC chairman Mr

Roy Nichols said "We want the Africans to come so that we can show them first-hand the appalling discrimination practised against Aborigines and Torres Strait Islanders by the Queensland Government with cowardly sanction by the federal government."

He said the congress regarded the Games simply as a valid opportunity to let the world know the real facts about racism and discrimination in Australia — particularly in Queensland

Aborigines had been trying for years to get the national government to act positively to end injustice, he said

# Teach Fund donations

The latest list of donations to The Star's TEACH Fund is

Previously acknowledged	R2 063 766.71
Insertors (The Star)	34.09
R N Theunissen	120.00
The late Frank Marshall	10.00
Estate late Samuel Colman Kaplan	250.00
Gold Rush No 23	310.00
Gold Rush No 45	244.00
Miss J Chodos	40.00
B'nai Brith Shalom Lodge and Chanter	25.00



# Unions meet in bid for unity

IN AN attempt to restore unity within the trade union movement, black and non-racial trade unions are to hold a two-day summit at the Wilgespruit Fellowship Centre, Roodepoort, this weekend.

This vital summit follows the one in Cape Town last August that was attended by leaders representing more than 12 000 workers.

The Wilgespruit summit takes place during a crucial time in the history of trade unionism, when police and State action has put fear in the hearts of many, with large scale detentions of labour and other leaders, and follows the death in detention of leading trade unionist Dr Neil Aggett

## BONDS

Aggett's death is being focused on by many leaders as the incentive to seek stronger bonds in the labour movement.

It also takes place during a wave of countrywide strikes and retrenchments of workers from major companies, the main action being on the East Rand, where more than 120 000 workers have stopped work in demand for

By JOSHUA  
RABOROKO

higher pay in recent weeks.

Most work stoppages last year were in reaction to plans for the compulsory preservation of pension benefits. But now most strikes are for higher salaries and in protest over sacked colleagues.

## SOUDARITU

According to union sources, the summit will pledge solidarity to resist contrary moves by the Government and will express opposition to the official collective bargaining system

Some unions are still competing to gain support from workers, and the summit is expected to discuss the possibility of both black and non-racial unions accepting each other and coming to a common agreement to stop competing



# Negotiation holds the key

134

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343

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271

In labour matters, conventional wisdom is that unions try to boost wages during a boom, while in times of recession they become more concerned about job security. Employers in some important industries can therefore be excused for being startled by wage demands confronting them this year.

Many have hoped for modest demands from labour. After all, profits are going to drop as the economy slows down. In addition, foreign markets remain depressed and this year companies have to contend with a tax increase.

Despite this, wage increases ranging from 50% to 100% are being demanded by unions in the metal, clothing and laundry industries and sections of the motor and chemical industries. In many cases, the gap between what unions want and what employers are offering is alarmingly wide. Even in the mining industry, where unions' demands are modest compared with those in several other sectors, the gap is substantial. Unions want a 15% increase (down one percentage point from their initial demand) while employers have indicated that they will agree to a 5% pay rise (up two points from their original offer).

During the past week disputes have been declared by registered unions in both the mining and the metal industries — the first step in the process which can lead to legal strikes. There is no denying the seriousness of this impasse in the two largest industries in SA, other than agriculture.

The deadlock in the mining industry involves eight unions affiliated to the Council of Mining Unions (CMU), which essentially represents the interests of white miners. While unions try to achieve wage increases which counter the effects of a 15,2% inflation rate for last year, mining houses point to the fact that gold has been selling at less than \$350 an ounce for most of this year.

Unionists have dismissed the employers' offer as "absurd". Employers, on the other hand, believe that the unions must face economic realities. Sharply declining earnings of gold mines and rising costs mean that there is less money available for wage increases.

There are, however, important differences between this dispute and what is happening elsewhere. It is now three years since government granted trade union rights to blacks. While only a very small number of blacks belong to mining unions, many have been unionised in other industries. Where in the past blacks had little direct say in wage negotiations in these industries, they are now making their presence felt — and the result is discomfiting for employers and even some unionists.

There are a number of related factors behind these wage demands.

□ The sharp rise in the cost of living in the past year. In most parts of SA the household subsistence level (HSL) for blacks (one measure of the minimum needed by a black family) has risen faster than the consumer price index. The University of Port Eliza-

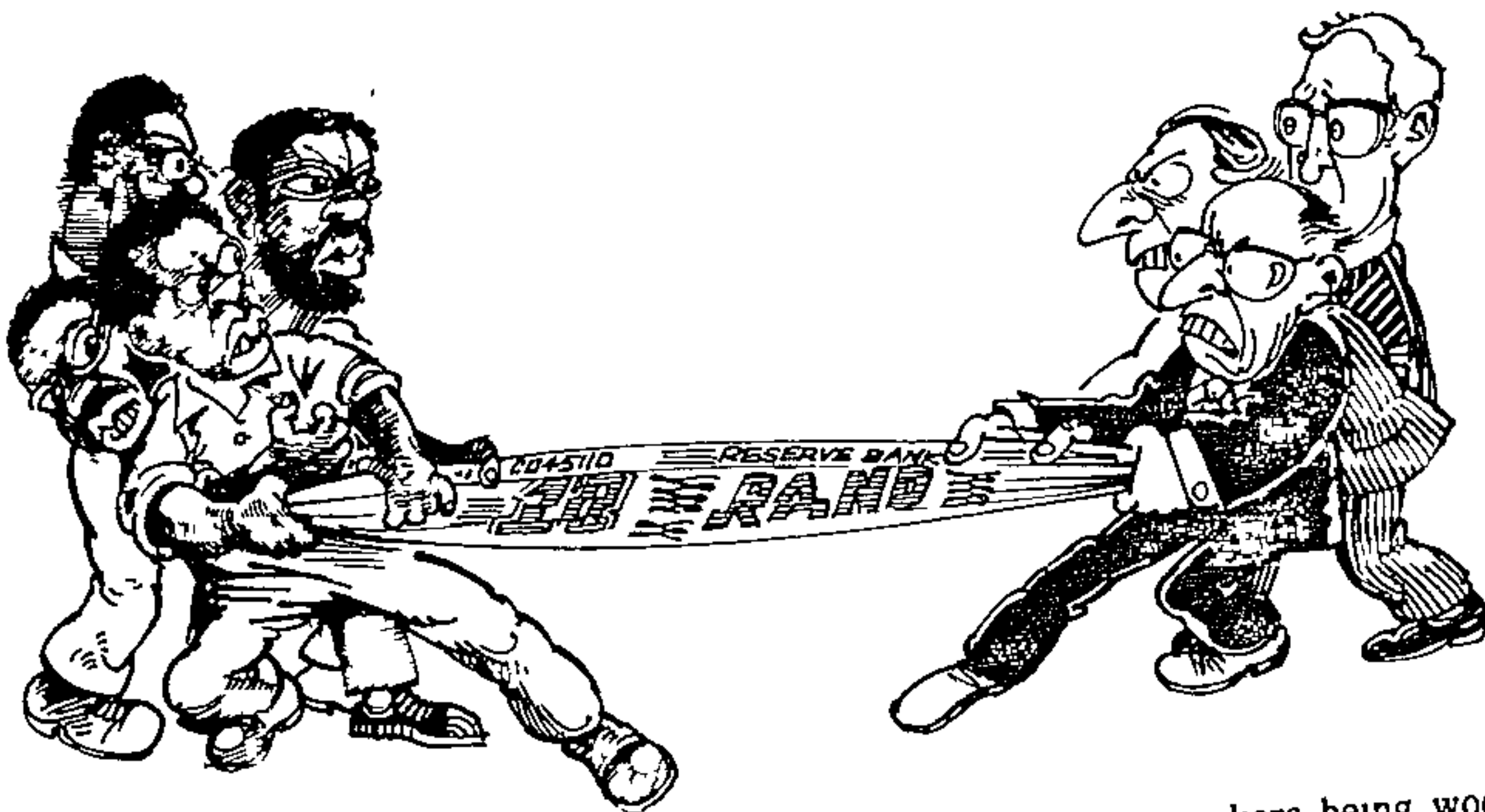
beth's Institute for Planning Research has found that the HSL for many blacks on the East Rand, for example, has risen by about 20% in the past year. The average increase for major urban centres during the past year is the highest recorded for a 12-month period since the start of the institute's surveys 10 years ago.

□ Demands to close the large wage gap between skilled and unskilled workers. A respected industrial relations practitioner estimates that in many SA industries, for every rand an unskilled worker earns, a skilled worker — an artisan — earns between R5 and R7, and sometimes even more. In Europe this ratio is more realistic, ranging between 1.2 to 1.3. At the other end of the scale, the ratio in the troubled US motor industry is 1.15 — something which obviously does little to encourage skills training and productivity.

He points out that closing this gap in SA is not going to be easy. The shortage of skilled labour during the past boom has resulted in high wages for artisans, and because there is still a strong demand for these skilled workers, their wages will continue to rise. The demand for unskilled labour remains comparatively slack.

To a great extent, employers are suffering the consequences of government policies which for many years prevented or discouraged blacks from entering skilled occupations. "The only way we are going to close the gap is through training, training and more training," he says.





Training is, however, a long-term solution to the problem. In the meanwhile, some employers face high demands. For example, the National Automobile & Allied Workers' Union (Naawu) has proposed that minimum wages be increased by up to 75% as a starting point for negotiations between the unions and employers.

□ Black workers' ignorance of economic realities. Some veteran trade unionists are having a torrid time convincing black workers that a demand for a drastic wage increase is unreasonable in a period when the economy is entering a period of contraction. "They know nothing about economics," declares one. "But they are feeling the effects of inflation and when they hear that the company they work for has made good profits they get angry. Some are so desperate that even when they are warned that high wage increases can cause unemployment, they don't seem to care."

A recent survey of attitudes to labour relations by the University of Natal's Economic Research Unit has revealed that only 22% of unions believe there is a trade-off between rising wage rates and job creation.

□ Intense rivalry between unions. New black and multiracial unions are growing at a phenomenal rate and are penetrating industries traditionally occupied by established unions. High wage demands are a

strong attraction to workers being wooed by competing unions.

A fascinating example of this is to be found in the current conflict in the metal industries, which employ about 450 000 people. A vigorous newcomer, the Metal & Allied Workers' Union (Mawu), has been responsible for numerous stoppages in the East Rand metal industry during the past year. An affiliate of the Federation of SA Trade Unions (Fosatu), its membership doubled to 24 000 last year. It refuses to take part in wage negotiations at industrial council (IC) level, preferring plant-level bargaining.

This year the established unions in the metal industries invited Mawu and other unregistered unions to attend the IC wage negotiations. Mawu turned down the invitation. When the established unions met employers they demanded that a R2 an hour minimum be implemented by the end of the year. The present minimum is R1,13 an hour. The demand startled employers, but it is interesting to note that a R2 an hour minimum wage is a widely publicised Fosatu goal.

Employers, represented by the Steel & Engineering Industries Federation of SA (Seifsa), have offered a 25c across-the-board increase. However, this has been rejected by the unions, which have declared a dispute.

Can the official dispute-settling mechanisms resolve the conflict in the mining and metals industries? The procedure is the following: The party which declares the dispute has to ask the Minister of Manpower to appoint a conciliation board. If the Minister refuses to appoint a board, the next step is for the union members to vote on whether to strike. If a board is appointed, it tries to achieve a reconciliation between the parties. Should it not achieve this, the unions still have the option to hold a strike ballot.

This procedure has been effective in defusing some disputes in the past. However, it has not been particularly successful in the mining industry. It has worked best as a forum in sectors where there is a low level of union activity. When it is used to settle a dispute involving well organised white workers it can, in the words of one observer, merely result in a "rerun of the same issues and actors" who were involved in the original negotiations.

Neither mining and metals industries employers nor the unionists doubt that tough bargaining lies ahead.

Will employers in other industries where high demands are being made be able to reach an accord with union leaders? Although some employers are alarmed by the size of the demands and fear that workers' expectations are unrealistically high, some observers are optimistic.

Professor Blackie Swart, of the University of Stellenbosch's Institute for Industrial Relations, says he has participated in negotiations where large demands have been considerably modified. Indeed, there are indications that Naawu, for example, is willing to discuss the possibility of its 75% wage increase being phased in over a fairly lengthy period.

There are several other observers who believe that unions may be willing to compromise, providing employers show they are committed to a policy of upgrading black wages as fast as possible. One must not confuse an initial demand in a negotiation with what will be an acceptable settlement, says industrial relations consultant Andrew Levy. Now that black labour begins to make its voice heard, he believes that, for the first time, negotiation is becoming a meaningful exercise in SA.



# 'Agents' spying on workers for the bosses

24/4/82 S. Post  
286  
134

Weekend Post Correspondent

JOHANNESBURG — "Secret agents" are infiltrating workers' unions at large industrial companies in South Africa

Their task is to inform the employers of any labour unrest and to name the ringleaders

This was revealed this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he had employed had been very successful

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction

He said that much of the unrest went on without the knowledge of the managements

"Our job is also to identify the real trouble-makers, not the front men who are usually stooges

"The trouble-makers can create grievances out of nothing. Workers may be happy and there will be a demand that they strike, and they strike

"Often grievances are inter-related with sab-

otage We found in one case that workers were overpacking soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company

"Strong-arm tactics have also been used. We uncovered evidence of a blackleg in Germiston being murdered

"Many companies have workers councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the managements have is when there is a strike

"Our investigations reveal the grievances, and the ringleaders and we have managed to pre-empt some of the strikes. In other cases managements have refused to accept our assessment and then been hit with a strike

"Once there is a strike or other labour unrest unions move in and take

over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers. They are after political power — and they want the grievances to continue"

Mr Griffiths said his company's recommendations were always to solve the grievances

"Sometimes managements have promoted the trouble-makers or transferred them, but that does not solve the problem

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 7c an hour just so that the union could be recognised

"Managements must treat staff in a responsible way and find out the causes of their grievances. The old system of labour exploitation is past, and unless managements keep themselves fully in the picture they are going to have serious political problems"

Mr Griffiths said that managements often underestimated the sophistication of their workers

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# Key union quits <sup>134</sup> solidarity <sup>stew</sup> summit <sup>26/4/82</sup>

By Drew Forrest

In a sharp setback for labour unity, delegates from a key emergent trade union stalked out of the conference of independent unions at the weekend.

The union which quit the summit meeting, the unregistered Motor Assemblers and Component Workers Union (Macwusa), shot to prominence during last year's sympathy strikes in the Port Elizabeth motor industry.

Sources say Macwusa delegates pulled out because they could not agree to closer links with registered unions

Despite Macwusa's withdrawal, and the fact that the Council of Unions of SA (Cusa) was absent, a joint statement by organisations representing at least 150 000 workers declared the meeting "constructive and successful."

It said regional solidarity meetings would continue and announced that an inter-union committee would meet within two months "to plan for unity on a more permanent basis"

Organisations issuing the statement included Saawu, Fosatu, Iwasa (Western Cape), the Black Municipality Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union and the General and Allied Workers' Union.

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# Labour unity hit by summit walkout

Argus Correspondent  
JOHANNESBURG — In a sharp setback for the cause of labour unity delegates from a key emergent trade union stalked out of the Independent Union Conference at the weekend

The union which quit the summit meeting is the unregistered Motor Assemblers and Component Workers Union (Macwusa) which shot to prominence during last year's unrest in the Port Elizabeth motor industry.

Sources say the Macwusa delegates, including its organising secretary Mr Government Zini pulled out because they could not agree to forge closer links with unions which were registered

**"CONSTRUCTIVE"**  
In spite of Macwusa's withdrawal, and the fact that the Council of Unions of SA (Cusa) was absent, a joint statement by organisations representing at least 150 000 workers said the meeting was "constructive and successful in strengthening the basis for unity between the independent unions"

The statement was issued by Saawu, Fosatu, Mwasa (Western Cape), the Black Municipality Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union, the General and Allied Workers' Union, the Orange Vaal General Workers' Union, the SA Tin Workers' Union and the National Federation of Workers

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NATIONAL CERTIFIED FISHING OFFICERS ASSOCIATION

# Labour unity hit by summit walkout

Argus Correspondent

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Sources say the Macwusa delegates, including its organising secretary Mr Government Zini pulled out because they could not agree to forge closer links with unions which were registered

“CONSTRUCTIVE”

In spite of Macwusa's withdrawal, and the fact that the Council of Unions of SA (Cusa) was absent, a joint statement by organisations representing at least 150 000 workers said the meeting was “constructive and successful in strengthening the basis for unity between the independent unions.”

The statement was issued by Saawu, Fosatu, Mwasa (Western Cape), the Black Municipality Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union, the General and Allied Workers' Union, the Orange Vaal General Workers' Union, the SA Tin Workers' Union and the National Federation of Workers.

This Union formed in 1980 is presently administered by Mr. A.B. Sookul of the Natal Branch of the Transport Workers Union (Coloured and Asian)



134 Sowetan 27/4/82

# Union summit pledges unity

DC

**MORE** than 200 trade unionists from all over South Africa pledged solidarity among union members at a two-day summit held at the Wilgespruit Fellowship Centre over the weekend.

Address:

Telephone:

Officials:

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Founded:

Registrati

Membership

Emotion-charged unionists also condemned the death in detention of leading trade unionist Dr Neil Aggett, detention without trial of several union members and the continued police harassment of labour leaders in the country.

Unions represented at the crucial summit were the General Workers' Union, the Food and Canning Workers' Union and African Food and Canning Workers, Fosatu, the South African Allied Workers' Union, Macwusa, the General Workers' Union of SA, the Black Municipal Workers' Union, the Commercial Catering and the Allied Workers' Union of SA, the Orange-Vaal General Workers' Union, the General Workers' Union, the Cape Town Municipal Workers Association and Mwasa (Western Cape)

It is understood that the Council of Unions of South Africa (Cusa), did not attend the summit, but no reasons were available as to why they did not attend or send delegates

Items which featured prominently on the

**By JOSHUA  
RABOROKO**

agenda were

- The industrial councils
- Report on the work, stoppage
- The Rabie and Steyn Commission reports
- The basis for trade union unity, and
- the relationship between trade union and community organisations.

This summit is a sequel to the one that was held in Cape Town last August where the unity of trade unions in the country was endorsed by many unionists

Union sources say that the meeting rejected the present industrial council system as an acceptable means of collective bargaining.

The meeting recommended that unions that are not members of industrial councils should not enter any industrial council and requested that the participating unions refer this back to their respective unions for endorsement.

Sources say that unions agreed to support each other in the event of any union resisting participation on the industrial council system

According to union sources the meeting also

resolved to continue resistance to bannings and detentions in any way possible and warned that the continuation of this practice could only worsen the already deteriorating industrial relations situation

Union sources also say that there were strong moves to disband Fosatu and to form a non-racial union that will call for the deregistration of unions, speak-out against the industrial council system, as well as get involved in political issues and community projects

This, according to sources, will be done because workers in South Africa were subjected to oppressive laws such as the Group Areas Act and the Mixed Marriages Act, deprivation of SA citizenship and the continued increases in house rentals in the black residential areas

In a statement last night the chairman of the summit, Mr Jan Theron, said that the inter-union meeting was "constructive and successful in strengthening the basis for unity between trade unions

"The outcome of the meeting is that solidarity meetings at regional level will continue. A committee meeting is to be arranged within two months."

This Union is separate from Domestic Workers Association in Cape Town, but has stated that it will work closely together for their mutual benefit  
(Cape Herald 15/8/81)

(134)

Hansard Q. 61.  
Trade unions 709  
27/4/82

523 Dr A L BORAINÉ asked the Minister of Manpower

- (1) How many registered trade unions, at the latest specified date for which figures are available, confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons,
- (2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black members did such trade unions have?

The MINISTER OF MANPOWER

- (1) (a) 76
- (b) 52
- (c) 22
- (2)
- (a) 63
- (b) (i) 69 788
- (ii) 218 295
- (iii) 88 800

Note Figures are as at 31 March 1982



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# Cusa set to join new labour unity drive

By STEVEN FRIEDMAN  
Labour Correspondent

THE 45 000-strong Council of Unions of SA is still to decide whether to back the major union unity initiative launched at the weekend summit meeting near Johannesburg — but it is likely to agree to join in.

This would mean unions representing around 200 000 workers would be backing efforts to seek a more lasting alliance.

In another development, the East Cape-based Motor Assembly and Components Workers' Union (Macwusa), which walked out of the summit, issued a statement slamming the unity move. Most major emerging union groups

agreed at the summit to launch a quest for "a more permanent" basis for unity. Unions at the meeting were confident yesterday of the chances of hammering out a formula.

Cusa did not attend the meeting and has not yet reacted to the new move.

Its general secretary, Mr Piroshaw Camay, said Cusa had not yet received copies of the resolutions taken at the meeting. His union would want to study them in detail before making a decision.

Yesterday Mr Government Zini, organising secretary of Macwusa, which quit the meeting largely because of its unwillingness to work with registered unions, issued a statement clarifying its stance.

Mr Zini said members of Macwusa and its sister union, the General Workers Union of SA (Gwusa), had been "op-

timistic" about progress towards unity after last year's first summit, near Cape Town, because all unions present had "totally rejected" registration and the industrial council system.

It believed that this rejection was the only basis for "genuine unity".

But Mr Zini claimed all but two of the registered unions at the weekend meeting had "suddenly undermined these two principles".

When it was indicated that unions present were seeking a federation "based on the autonomy of unions", Macwusa had rejected this because it meant unions could stay registered if they wished.

Macwusa believed unions should agree on the principle of rejecting councils and registration as "Government control" before any unity moves.

Membership				Year
Total	White	Asian and Coloured	African	
				1970
100				1971
95				1972
100				1973
				1974
				1975
				1976
				1977
				1978
				1979
				1980

# Mixed feelings on industrial councils

TRADE unionists have expressed mixed feelings about the future of the Industrial Council system — the official mechanism for collective bargaining at an industry level.

Union sources maintain the system will not be able to cope with pressures from the emerging black unions, which place great emphasis on plant-level negotiation on wages and working conditions.

However a spirited defence has also been made by those unionists who believe that the industrial council system should be maintained to show if the new labour dispensation by the Government has been given enough time to prove its responsiveness to the needs of the parties in labour.

The industrial council is made up of unions and employers — from the whole industry — who sit together. In the council they meet to negotiate wages and working conditions, for the whole industry. These are then published by the Government as law, and any employer can be prosecuted for ignoring them.



**Joshua Raboroko on the labour beat**

not exist if either the union or employer organisation withdrew from it. Through the council the unions can, with employers, decide to establish various benefits. Such benefits may differ from industry to industry because it of course all depends on what the union tries to

achieve. An industrial council secretary and staff are employed to administer these benefits and funds and to ensure that the agreements on wages and working conditions are observed in each and every factory. Recently in two sets of negotiations — in the mining and metal industries — trade unions have declared disputes, refusing to accept terms offered by employers.

The disputes are as a result of wide gaps in the employers' offers and union expectations. The dispute was declared after a meeting of the council at which unions rejected a new



**MAKING DEMANDS: Can industrial councils help?**

and Building Unions, Mr Ben Nicholson, was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates. The unions were unhappy about granting the higher paid workers the increase as this would mean much less to skilled workers in percentage terms. He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

Year	African
1970	
1971	
1972	
1973	
1974	150
1975	150
1976	273
1977	500
1978	451
1979	542
1980	765

Address: P.O. Box 6  
Johannesbu  
2000

Officials: Secretary:

Area of Operation:

Founded: 1973

Registration: No

Other employers, who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness. "There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said. The employer warned that if no compromise was reached between employer and unions on the councils, labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of



Address: P.O. Box 6  
Johannesbu  
2000

Officials:Secretary:

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and Building Unions, Mr Ben Nicholson, was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates.

The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms

He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap

The deadlock in these discussions meant that the workers could legally go on strike, and already some 1 700 workers in the Reef have gone on strike seeking higher pay. About 380 have been sacked at a Wadeville steel industry

Many discussions between employers and unions have ended in a deadlock — does this mean that the industrial councils have any future?

Yes, says the president of the Garment Workers' Union of SA, Dr Anna Scheepers, whose union recently concluded an agreement for over 250 000 workers in the clothing industry

She has urged workers to fully realise how important the Industrial Council was in winning improved and working conditions for all

Dr Scheepers says it was vital that union representatives and employers should get round the table to negotiate the new agreement in the industrial council

It is the job of the council to see that all employers in the clothing industry should carry out the new wage agreement and other benefits

"This will prove to workers the necessity of an industrial council to see that the agreement made by union and employers is carried out and to administer the benefits in terms of the agreement" she said

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness

"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said

The employer warned that if no compromise was reached between employer and unions on the councils, labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of people

But Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, said this "system of bargaining" should be rejected and his union has refused to serve on them

Most unions treat the councils with suspicion and do not trust them. Basically the employers are at an advantage in the council because they organise while unionists and workers lack organisation.

Most blacks are unskilled and therefore bargaining for them is often difficult. It is therefore vital that plant-level agreement be reached, he said.

The recent inter-union summit in Wilgespruit strongly recommended that unions leave the industrial councils and requested that participating unions refer this back to their respective unions for endorsement

Most unions agreed to support each other in the event of any union resisting participation in the council

Fosatu also debated this issue at its recent congress and said the industrial councils in their present form were unacceptable

Unions were not to enter them on terms which were to their disadvantage, and they should begin industry-wide bargaining with the framework of Fosatu's principles

# Why Macwusa pulled out

134  
Sowetan  
30/4/82

with

THE 10 000-strong Motor Assembly and Component Workers Union of SA (Macwusa) has strongly criticised attempts by union groups to seek more permanent unity among unions.

**By JOSHUA RABOROKO**

In a statement to The SOWETAN yesterday, Macwusa and its sister union, the General Workers Union of SA (Gwusa), said they were "pessimistic" about the achievement of such unity following last year's Cape Town inter-union summit

Macwusa, who walked out of a Wilgespruit inter-union summit last weekend, said they left the meeting because they were unwilling to work with registered trade unions

In the statement the two unions say that the Cape Town summit had absolutely rejected the Industrial Council system, and yet the registered unions at the Wilgespruit summit had not observed the two principles — registration and industrial council

Macwusa's organiser, Mr G Zini, said the unions present at the weekend summit were seeking a federation based on the autonomy

of unions His unions rejected this because it meant unions could stay registered if they wished

His unions believed that unions should first agree on the principle of totally rejecting industrial councils and registration because these were Government-created institutions and would hamper any progress towards unification of unions

Mr Zini also said the Government was hoping to unify workers according to their ethnic groups to its own advantage, while relevant organisations wanted to unite the oppressed workers to be able to stand for their rights

Both the Government and unions were trying to unify the workers but were doing so with different motives

Registration means that unions would be un-

der the control of the Government, and workers refuse to be party to the apartheid, separate development, migratory labour system, the Terrorism Act and other discriminatory laws in the country, he said

Mr Zini said his unions were prepared to attend the next summit of unions, provided there was a guarantee that registration and industrial councils would be rejected, not only in theory, but also in practice

Meanwhile a spokesman for the 45 000-strong Council of Unions of South Africa (Cusa), which did not attend the summit, said the union would first study resolutions taken before making a decision on the proposed formation of the federation of unions

The spokesman could not explain why they did not attend the summit

8

Report  
Fosatu Annual  
1980/81

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\*  
\*  
\*  
\*  
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Year	Membership			
	African	Asian and Coloured	White	Total
1973		98	320	418
1972				
1971				
1970				

JEWELLERS AND GOLDSMITHS UNION



# Replacement of flag 'is fascist'

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Prof Wiechers warned that if the Government wanted to be consistent, it would have to make it an offence "to sing the National Anthem in a false voice"

He said it was ironic to introduce legislation to protect a flag which was not very attractive adding that many Afrikaners were op-

posed to the current flag's design

Several articles in South Africa's common law could have been employed to outlaw defacing the flag

"The advantage of that is that the common law has evolved over hundreds of years and was not just formulated one day by a politician," Prof Wiechers said

# Kn P Day

## at Supermarkets

# FRESH Fruit & VEG

# DES

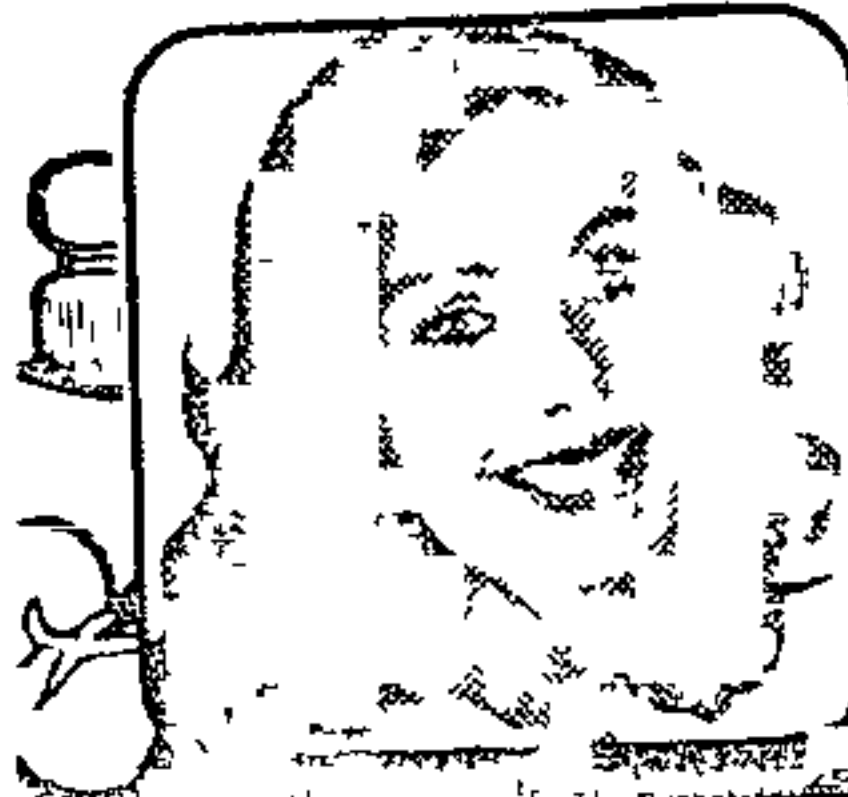
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per box

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2 kg THRIFT PAK

THESE ARE PICK 'n PAY  
TRANSVAAL  
DISCOUNT SUPER  
MARKET  
PRICES



HEDLEY BYRNE 8679/491

# Labour Day in Soweto

Mall Reporter

BLACK priests from the Roman Catholic and the Anglican churches will hold services in different parts of Soweto on Sunday to celebrate Labour Day, observed internationally on May 1

A spokesman for the priests said yesterday that trade union organisations had been consulted and invited to send representatives to address congregations on the rights of the workers. The priests will hold their usual denominational services

The spokesman said people were expected to attend services in their daily work clothes, such as overalls, and to bring along tools they use at work. These implements would be blessed by the priests

## MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

of the habitat would have been "calamitous", as in other parts of Africa. Today, Dr Pienaar said, there was a complete control in the Kruger Park over the population limits of elephant, buffalo, hippo and some impala, wildebeest and zebra

He added that, had it not been for the pristine, unspoiled qualities of the northern Kruger Park, the conservation authorities would have failed in warding off a well-orchestrated attempt to exploit the rich coking coal deposits in the area

See Page 11

## Collision with bus kills woman

Mall Reporter

A RANDBURG woman died early yesterday morning when her car and a bus collided on the Witkoppen Road, in Fourways, Randburg

Mrs Jean Futch, 40, of Annex Avenue, Jukskei Park, was killed instantly

## Randburg man is found dead

Mall Reporter

THE body of a 74-year-old Randburg man was discovered yesterday morning in a car outside his home

Mr Cornelius Smit, of Plot 234, North Riding, Randburg, was found by his son, Mr J Smit, at 8am

Police do not suspect a crime

POLITICAL comment in this issue by R A Gibson. Peter Bunkell: newsbills by Mike Stent. Headlines and sub-editing by Paul Holroyd. Cartoons by Dave Anderson and Dave Gaskill. All of 171 Main Street Johannesburg

ADDRESS



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# Weat

THE Weather Bureau  
TRANSVAAL — Fine in the south western and eastern Transvaal  
NORTH CAPE — Morning with frost.  
CAPE — Fine and morning along the coast and adjacent interior southern mountain  
NATAL — Fine to the interior  
SWA — Cold at in the north  
BOTSWANA — Fine

Temperatures are Celsius maximums expected for each city

Rand Daily Mail Weather Station

YESTERDAY  
April 29 1982  
Temperatures  
09h00 14h00 21h00  
10°C 17°C 11°C  
Humidity  
68% 35% 45%  
Max temp 17°C  
Min temp 7°C  
Rain 24 hours to 20h00 Nil  
Sunset today 17h42  
Sunrise tomorrow 06h31

## SOUTH AFRICA

Bloemfontein	13°C
Cape Town	17
Durban	22
East London	15

SOUTH AFRICA. Hottest Sutherland 0°C  
TRANSVAAL. Hottest at Harton 1°C

## THE WORLD YESTERDAY

City	Min	Max
Amsterdam	4	10
Athens	10	16
Berlin	2	8
Brussels	5	11
Buenos Aires	16	22
Chicago	0	6
Hong Kong	21	27
Jerusalem	12	18
Liabon	10	16
London	10	16
Los Angeles	15	21
Madrid	7	13
Miami	22	28
Montreal	5	11
Moscow	5	11
New York	6	12
Paris	11	17
Rio de Janeiro	15	21
Rome	7	13
San Francisco	10	16
Stockholm	5	11
Tokyo	12	18
Toronto	2	8

SOUTH AFRICAN INSTITUTE OF RACE RELATIONS (INC)  
SUID AFRIKAANSE INSTITUTE VIR RASSEVERHOUDINGS (INGELYSF)  
P.O. Box 97 JOHANNESBURG 2000 Posbus 97  
SOUTHERN TRANSVAAL REGION  
RESETTLEMENT OR DISLOCATION?

A seminar on the so-called resettled communities will be held

ON SATURDAY MAY 1ST AT 1.40 p.m.  
IN THE DOROTHY SUSSKIND AUDITORIUM, JOHN MOFFAT BLOCK, UNIVERSITY OF THE WITWATERSRAND

1.40 p.m. — 2 p.m. — Slide-Tape THE PROMISED LAND  
2 p.m. — 2.30 p.m. — Overview of Resettlement — Mr GERRY MARE Author of several books and articles on this subject  
2.30 p.m. — 3 p.m. — The Resettled Worker — STEVE FRIEDMAN Labour Expert — Rand Daily Mail  
3 p.m. — 3.30 p.m. — Community Problems of the Resettled — BUNTU MFENYANE — Natal-based Field Worker, S A C C  
3.30 p.m. — 4 p.m. — Health Expert  
4 p.m. — 4.30 p.m. — Discussion  
Tea/Coffee and Sandwiches will be served from 1.15 p.m. in the foyer John Moffat Block — Charge R1-00  
ENTRANCE FREE BOOKINGS Regional Secretary 724-4441



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Banners of various unions were carried at the funeral of Dr Neil Aggett, whose death was the catalyst of the most recent show of surface union unity.

TO MOST emerging unions, unity is a bit like motherhood. All agree it's a good thing, but fear it will cost them their independence.

All the unions say they want unity. Historically, it has been the rule, with previous waves of black unionism being represented by one or two umbrella bodies.

But this time differences in strategy and ideology, mixed with personal rivalries, have caused bitter feuding.

Most observers thus believed last week's union summit outside Johannesburg would produce as much unity as the meeting between Messrs Moore and Weir.

So when the unions not only agreed to continue meeting, but to seek a formula for a more permanent unity, most observers (not to mention unions themselves) were surprised.

Indeed, the meeting has begun the first attempt to set up a real working alliance between unions for years. If successful, it could be the beginnings of a powerful independent worker movement — which would have implications for workers, employers, the Government — society as a whole.

The unions have, of course, been cooperating over the past months. There has been much surface unity, with an historic first summit in Cape Town last year, joint statements and the stoppage to mark Dr Neil Aggett's death.

But it has been surface unity only. Unions continued to compete in the factories and to privately impugn each others' credentials.

Indeed, much of the unity of the past few months has been defensive — a reaction to intense police action against unions which forced them to band together. Its chief sponsor has been Mr Louis le Grange.

But, as Mr Joe Foster of the Federation of SA Trade Unions, pointed out at Fosatu's Easter congress, this was a very "ad hoc" alliance.

The unions talked around issues, passed resolutions, issued statements. But there was no mechanism for ensuring decisions were acted on.

Thus, at Cape Town, unions condemned industrial councils and agreed on action to protest clamp-downs on Ciskei unionists.

Some unions who attended the summit continued to sit on councils, and the delegation to visit Ciskei never materialised.

The one example of joint action was the stoppage over Dr Aggett's death. But even here, implementation was left to individual groups who either implemented it in different ways — or not at all.

By the time Fosatu met at Easter, it was clear they would not tolerate this. Firstly, as Mr Foster put it, they believed the unity move was likely to become simply the source of "endless Press statements".

There was also no mechanism to ensure decisions mirrored worker views. There was no structure, so small unions had as much say as big ones. There was nothing to ensure leaders were accountable to members.

But when action was taken, it was clearly the bigger unions who were going to implement it.

About 90% of the workers who took part in the Aggett stoppage were members of three union groupings and it was this stoppage which had much to do with prompting Fosatu's rethink.

Those who had the lion's share of the muscle should have the lion's share of the say, was Fosatu's argument.

"Guys who represent nobody can call for wildly militant action — they know groups like us, not them, will actually have to go out and do it," said a Fosatu man.

Fosatu called for "disciplined" unity. Any alliance would have to be based on a "tight federation" in which machinery ensured leaders had a mandate from

(134) 20/11 30/4/82  
**SA unions take a look at unity**

Last weekend, emerging unions launched an attempt to form a permanent working alliance which could have major implications for labour. STEVEN FRIEDMAN assesses this move.

members and voting strength was based on worker numbers.

Policy would be binding on affiliates who would have to carry out decisions.

First reaction from rival unions was angry. Some Fosatu complaints might be valid, they said, but there were other ways of dealing with the problems.

The proposed alliance was too centralised. "They seem to want something in which decisions are taken at a meeting and everybody has to knuckle under."

"No union federation in the West operates this way. They all give unions far more autonomy," said a unionist.

Fosatu had offered to disband if a wider federation was needed. But other unions dismissed this. "They've got more membership than anybody else. Any new organisation would be dominated by them," said a rival.

The call was seen as an attempt to extend Fosatu influence over all emerging unions and seemed likely to split the summit.

To everyone's surprise, however, unions emerged from the summit — with one exception — committed to their most significant unity initiative yet.

In a statement, they said unions would meet regionally to discuss structures for more permanent unity.

Within two months, they plan a meeting of small delegations from each group to be followed by a new summit — to launch a more permanent working alliance, the unions hope.

There was one discordant note: the Motor Assembly and Components Workers Union and its sister union, the General Workers Union of SA, stormed out of the meeting and later issued an angry statement denouncing the new unity move.

Macwusa is a break-away from a Fosatu union and is involved with traditionally militant community politics in Port Elizabeth.

It walked out, the secretary, Mr Government Zini, said later, because it believed there could be no unity unless all unions agreed to quit registration and industrial council — "Government-created channels".

The Council of Unions of SA did not attend the meeting. Early signs are that it will take part in talks, but will oppose Fosatu's proposals as "undemocratic".

But those who agreed to go ahead included Fosatu, the General Workers Union, the two Food and Canning unions and SA Allied Workers Unions — all major groups.

Both Fosatu and rivals say they are "optimistic" about the unity move's chances.

There is a tacit recognition that, despite major gains made by the unions, they have a long way to go. None can afford to simply reject offers of a working arrangement with others.

Significantly, union sources insist that whether or not unions register or join industrial councils is not a major block to unity among the bigger groups — hence Macwusa's dismay. "We agreed that these differences need not stand in the way of unity," a source said.

Fosatu men say they were also greater support for industrial rather than general unions and that unions who were worried about the right to criticise

others were told Fosatu's proposals did not prevent this.

The chief obstacle remaining, a Fosatu man says, is resistance to merging unions in order to "rationalise" organising efforts.

Other unionists also insist they are optimistic — one describes the move as "exciting" — but are less convinced unity will be easy.

"I would expect more walk-outs before the process ends — some smaller unregistered unions for example," says a non-Fosatu source. "There are still many obstacles."

The major issue is still autonomy, they say. "When Fosatu say autonomy do they mean the right to say what you like at an annual meeting or something more than that — which we would demand?" says a unionist.

There are also still deep suspicions of union leaders' motives on both sides. Some still believe Fosatu seeks to "take over" other unions.

The inter-union negotiating is just beginning. The other unions accept the Fosatu proposals as a basis for discussion only and there will be changes to them if agreement is to be reached.

An all-union alliance will not emerge from the talks. But the issue is not how many unions get together, but whether the bigger and more powerful ones do.

What does seem possible — though not certain — is a realignment in which the bigger rivals will find a way of embarking on joint action.

That would clearly be a boost for worker muscle. The Government would, no doubt, regard a permanent alliance of the emerging unions as ominous.

But its effect on factory-floor industrial relations is not clear.

Many pro-union observers tend to wax lyrical about how much the unions could achieve if they united.

But many employers claim that much factory conflict in some areas has been caused by union *disunity*.

Union rivalry, some employers insist, means leaderships must continually make bigger demands in order to show that they have more muscle than their rivals. Some explain all the recent major strike waves this way.

This has been a factor in, say, Port Elizabeth. It is also true that rivalries do keep unionists on their toes and force them to look after their members' interests for fear of losing them.

But this assumes that disputes have nothing to do with worker grievances.

And, while there is intense competition between emerging and established unions, there is not as much competition in factories between emerging unions. Just as often, the issue for unionists is whether workers will stay with the union or drop out of unionism altogether.

So unity would help unions on the shop floor.

But if it also serves to weld worker organisations into a more effective, articulate force in the factories, it is likely to enable employers to deal with stronger and better-organised unions.

Unity could help industrial relations as much as unionism.



# DISPUTES AND SECURITY MEASURES INTERWOVEN IN SA INDUSTRY

# Spies on factory floors keep tabs on labour unrest

SECRET agents are infiltrating unions at large industrial plants to inform the employers of any labour unrest and to name the ringleaders

This was revealed to me this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he employed had been successful

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction.

He said that much of the unrest was carried out without the knowledge of the managements.

"Our job is also to identify the real troublemakers, not the front men who are usually stooges.

"The troublemakers can create grievances out of nothing. Workers may be happy but there will be a demand that they strike and they go on strike.

"Often grievances are interrelated with sabotage. We found, in one case, workers were overpacking soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company.

**BY DESMOND BLOW**  
**Chief Reporter**



"Many companies have workers' councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the managements have is when there is a strike.

"Our investigations reveal the grievances and the ringleaders and we have managed to pre-empt some of the strikes.

"In other cases managements have refused to accept our assessment and then been hit with a strike.

"Once there is a strike or other labour unrest unions move in and take over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers.

"They are after political power — and they want the grievances to continue.

"We bring the grievances, both genuine and imaginary, to managements."

Mr Griffiths said his company's recommendations were always to solve the grievances.

"Sometimes managements have promoted the trouble makers or transferred them, but that does not solve the problem.

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 7c an hour just so the union could be recognised."

Mr Griffiths said that industries which employed more than 100 blacks were the most susceptible.

One large company which employs more than 2 000 blacks did not accept his assessment from his "spies" of what was going to happen, "because the grievances had

not been raised through the workers' council"

He said he had infiltrated three men into the company and two of them had made reports to him which indicated that there were troublemakers pushing for a strike.

"There was a strike as forecast, and the management lost the initiative."

Mr Griffiths said "managements must treat staff in a responsible way and find out the causes of their grievances.

He said that half the time his sympathies lay with the workers. Often managements didn't go into workers' grievances in depth.

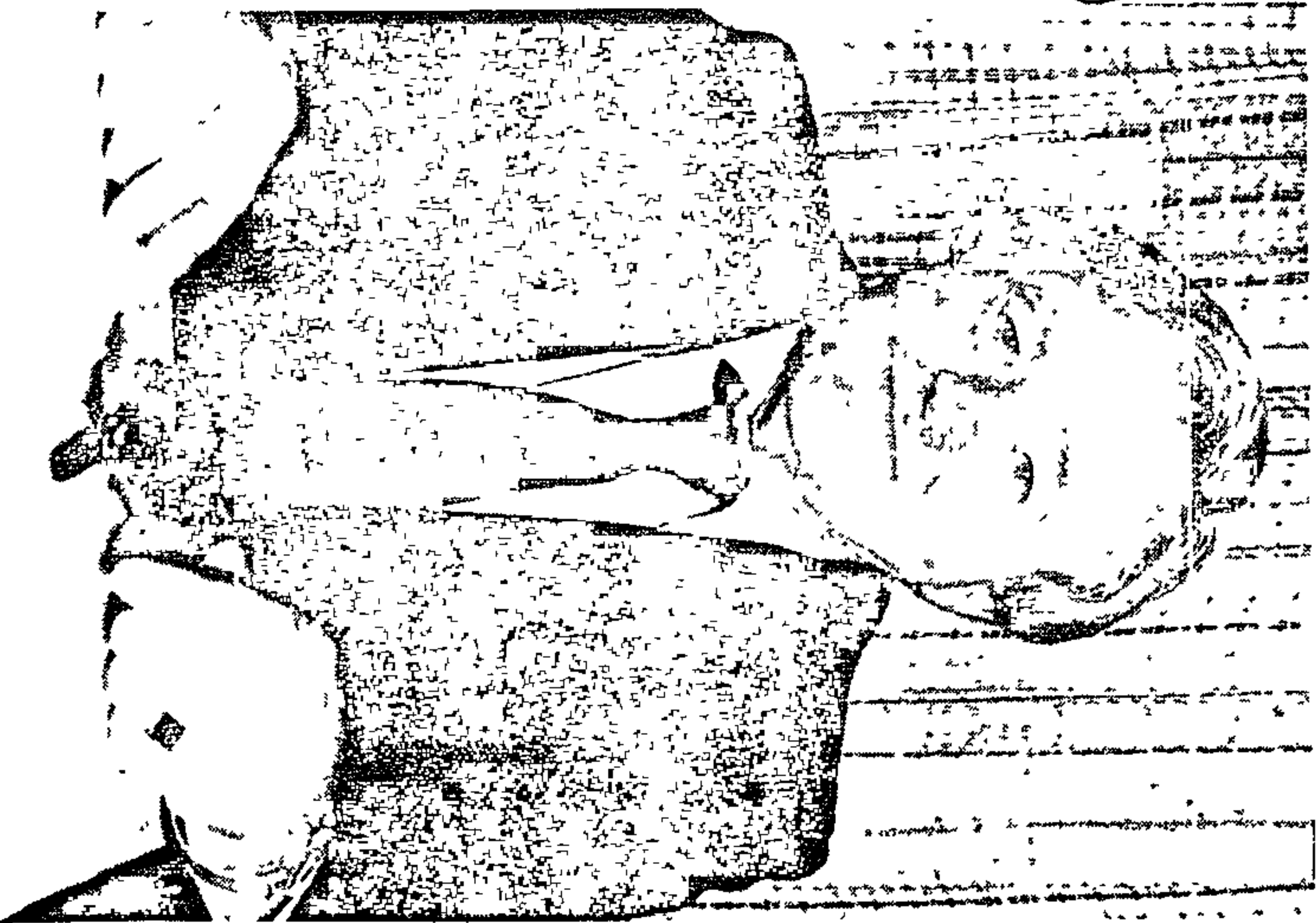
"Both managements and labour in South Africa are inexperienced in dealing with each other. They do not have the experience of other Western nations.

"Even genuine unions have been manipulated by subversives for their own ends."

Mr Griffiths said that managements often underestimated the sophistication of their workers.

"In one case the workers had stolen a manual from management which laid down the procedure they would adopt in strikes, so the workers anticipated every move."

Handwritten scribbles and the number 134.



● Archie Griffiths says managements must tackle workers' grievances effectively or they will have serious problems which could be exploited by outsiders. His spies have pinpointed problems

whh:lh

# May Day demos all over world

Sowetan

3/5/87

134

INTERNATIONAL LABOUR Day — May 1 — was celebrated around the world, including in South Africa, over the weekend.

Special prayer meetings were held in Soweto and a number of other townships

In other parts of Africa, thousands of workers took to the streets. Celebrations in many cities were marked by calls for improved working conditions, pledges of support for southern African liberation struggles and warnings of dire economic straits ahead

Western European and Japanese workers marched against rising unemployment and

arms spending, while there were huge official celebrations in the socialist countries of the East.

Zimbabwe Prime Minister Robert Mugabe told a Harare rally that white businesses had promoted blacks only as figureheads; promising to increase worker control of industry

In Tanzania, thousands of people heard a speech by visiting Mozambican president Samora Machel



# Unionists on terror charges

Own Correspondent

**JOHANNESBURG** — Three leading trade unionists appeared briefly in the Johannesburg Magistrate's Court yesterday in connection with charges under the Terrorism Act

Mr Thozamile Gqweta, president of the 25 000-strong South African Allied Workers' Union (Saawu), Mr Sisa Njikelana, Saawu vice-president, and Mr Sam Kikine, Saawu's Natal-based general-secretary, all appeared before M J van Eeden

They were remanded to May 28

According to the charge sheet, the trial of the three has been added to that of Miss Barbara Hogan, 30, of Hunter Street, Yeoville, Mr Cedric Mayson, 54, of St George St, Bellevue and Mr Allen Fine, of Sharp Street, Bellevue

Miss Hogan and the others are appearing for alleged contravention of the Terrorism Act Their hearing has also been set for May 28

All three men were neatly dressed and looked well. Mr Gqweta greeted friends and fellow unionists sitting in the visitors' gallery with a clenched fist salute as he left the dock after the brief hearing

## FOSATU UNION

Year	Afr	Membership	
		White	Total
1970			
1971			
1972			
1973		320	418
1974		294	322
1975		305	331
1976		201	222
1977		347	377
1978			..
1979			445
1980			460

\*  
\*  
\*  
\*  
\*

Fosatu Annual Report 1980/81

Address: 201/4 Cit  
Corporati  
Cape Town  
8001

Telephone: (021) 433658

Officials: Secretary: A.Frazer

Area of Operation: Western Cape

Founded: 1939

Registration: Yes

1974 affiliated to TUCSA and had disaffiliated by 1977/78 and with other unions formed FOSATU in 1979





# Voice of the worker 'not heard'

ARGUS 28/5/81 (133) (134)

Labour Reporter  
 The present industrial council system was not in substance a democratic one because it did not allow for rank and file participation of workers. Mr David Lewis, general secretary of the General Workers Union said yesterday.  
 Mr Lewis was speaking in a panel discussion on Collective Bargaining - Which System? organised by the Institute of Personnel Management. Also on the panel were Mr Jack Roos, director of the Cape Chamber of Industries and Mrs Kate Jowell, assistant director of the Graduate School of Business at UCT and a mem-

ber of the National Manpower Commission.  
 "The industrial council system has established a set of practices over the past 60 years which do not allow rank and file participation. If the workers are to control the union they must also have control over negotiation," said Mr Lewis.  
 Referring to the spate of strikes on the East Rand in the steel and engineering industry, he said the reason was that the voice of the ordinary worker was not heard on the industrial council.  
 "With in-plant bargaining, employers have a reasonably good assurance that the agreement

reached between them and the workers will be adhered to," he added.  
 Mr Roos said industrial councils if they included all workers, could be an instrument for stability and advancement on the labour sphere. Where industrial council agreements existed they tended to improve the lot of the worker, he added.  
 Referring to in-plant bargaining, Mr Roos said he had no difficulty supporting it where no industrial council existed, but it was "hardly fair

to expect an employer to submit to two levels of collective bargaining".  
 Summing up, Mrs Jowell said plant level links were important to the stability of an industry. She said there was a particular danger in South Africa that industrial councils are barely representative of the employers or white and coloured workers who created them let alone the millions of black workers who have had no part in their deliberations.

Founded: 1973

Area of Operation: Transvaal, Natal, Eastern Cape

Officials: Secretary: D. Sibabi

Address: 1 Central Court  
 125 Gale Street  
 Durban  
 4001

Telephone: (031) 69215

Report Nov. 1980/81  
 Fosatu Annual

Year	Membership		
	African	Asian and Coloured	White
1980			8 400
1979			..
1978			..
1977	7 000		7 000
1976	6 700		6 700
1975	3 900		3 900
1974	3 900		3 900
1973			
1972			
1971			
1970			
			Total

METAL AND ALLIED WORKERS UNION

## Accepting conflict

Initiating a legal strike in SA is a lengthy and arduous procedure. So the Association of Chambers of Commerce of SA (Assocom)

submission to the National Manpower Commission (NMC) last week, recommending that strikes and work stoppages in SA should be "decriminalised," has been welcomed by unionists

The submission was timely, especially in the light of this week's NMC annual report which noted that SA industry was hit by 342 strikes and work stoppages last year — nearly all of which were illegal

These involved 93 000 workers and resulted in the loss of 226 554 man hours. However, the majority (75%) were of reasonably short duration and lasted one day or less. The eastern Cape followed by the PWV area were hardest hit

Wages were cited as a causal factor in most strikes (48%). Although the average earnings of workers of all groups increased by 20% in the nine months to September 1981, the gap between white and black pay continued to widen, though earnings did outstrip inflation

The number of strikes last year indicates a dramatic increase over the previous year (207). However, according to the report "although the increase in strikes appears fairly sharp at first glance, (comparison) with other countries shows that the effect it had on the country's production as a whole was still smaller than in most of the developed industrial countries

Union membership, at present, is nowhere near that of other developed countries. The 200 registered unions, with a total membership of just over 1m at the end of 1981, represent 12.2% of the registered workforce. This compares with unionisation in Sweden of 83%, UK 50%, Germany 38%, Japan 33% and the US 20%

There were 21 unregistered trade unions with an estimated membership of nearly 100 000 and it is likely that this number will increase. "A number of the new trade unions have indicated that, for the foreseeable future, they will not make use of the negotiating machinery of the Labour Relations Act and consequently will not register," the report notes

As a result, it seems recognition agreements have become increasingly popular, with an estimated 200 employers entering into them



# Industrial body 'obstacle to democracy'

CAPE TIMES 3/15/82

Staff Reporter

THE Industrial Council (IC) was the parliament of industry, Mr Jack Roos, director of the Cape Chamber of Industries, said in a discussion on the IC system hosted by the Institute of Personnel Management last week.

But Mr David Lewis, general secretary of the General Workers' Union, said the IC was a serious obstacle to democracy, whereas in-plant negotiations fostered a leadership of rank-and-file working class people

In support of the system, Mr Roos said the IC was a well-tryed and orderly system which should not be undermined by limited, short-term demands

"The most undesirable aspect of the IC — the exclusion of blacks — has been eliminated

## Legislation

"Once an IC agreement is made, it carries the full weight of legislation and can be enforced

"Wage rates on the whole are substantially higher in industries governed by IC agreements than those that are not

"While ICs do contain certain limitations and adaptations are necessary in a rapidly-changing situation, it is no use throwing the baby out with the bath water

"A two-tier system in which collective bargaining operates both at the level of the IC and the

shopfloor is unfair to the employer, who then has to conduct two sets of negotiations"

Mr Lewis said the IC was "a large bureaucratic machinery operated by a few skilled experts"

"By entering ICs we would be diluting our power. At the shopfloor level employers understand clearly what the consequences would be if no agreement is reached, but in an IC situation, the unions don't carry nearly as much clout

## Not representative

"The ICs are not representative. How can we sign an agreement on behalf of 500 000 workers when we only represent 20 000?"

"One of our biggest objections would be sitting at the same side of the table of unions who are considerably more antagonistic towards us than some employers

"The IC suffers from a lack of credibility among workers and is seen as a tool of the bosses

"It sets an artificially low rate of pay which is set by the lowest common denominator — the most insubstantial firms

"We are not opposed to multi-plant bargaining, but we set three conditions. The rank-and-file must express themselves, the companies must be logically grouped together and the unions must be speaking on behalf of their members

# Big jump in number of black apprentices

ARGUS 2/6/82

130  
130  
130

**THE number of black apprentices jumped sharply last year to 495 from 82 in 1980, the National Manpower Commission says in its latest report.**

The total number of apprentices rose from 10 527 in 1980 to 11 967 in 1981, with the sharpest increases occurring in the building, metal and mining industries and the South African Railways.

The commission says the slow increase in the number of apprentices gives cause for concern, especially if account is taken of the number of apprenticeship contracts in operation.

Interest in in-house training schemes grew further in 1981. The number of training schemes registered for tax concessions rose from 562 to 690 and the number of training centres registered from 52 to 218.

The number of people trained under the

schemes rose from 150 174 to 226 244 in 1981, while the number of people attending the centres rose from 25 538 to 77 275.

## WHITE PUPILS

The number of white pupils in South Africa last year increased by only 0.84 percent after rising by an annual average rate of 1.2 percent in the previous 10 years. The levelling off is expected to become even more marked in the years ahead.

The same trend is noticeable in the number of coloured and Asian pupils though it is far less marked.

On the other hand, the number of black pupils continued to increase, rising by 4.5 percent last year against an annual average increase of 2.6 percent in the previous 10 years.

Black pupils in matric increased last year to 43 000 from 30 000 in 1980.

The commission says the teacher-pupil ratio in black schools continues to

improve, rising to 44.1 last year. In 1970 it was 65.1.

The drive to train more black teachers should bring about a further improvement.

Blacks at schools and colleges for technical education rose to 5 105 last year from 3 145 in 1980.

## TRADE UNIONS

In 1981 11 black and 15 mixed trade unions were registered. One of these was a new union while 14 extended their scope. By the end of 1981 there were 200 registered trade unions with a total membership of 1 050 000, of which about 260 000 were blacks.

It is estimated that membership of unregistered trade unions is about 100 000.

The commission says the significance of the development of black trade unionism should not be underestimated.

"Blacks are gaining a substantially improved position from which to exercise a significant influence on their conditions of employment. This

will not only improve the quality of their lives but will also affect the cost structure of businesses, which in turn may lead to productivity improvements.

"The improvements in the conditions of employment often do not remain limited to businesses or industries directly involved in negotiations but spread to others — this is how the free-market mechanism works."

## ACTIVE POPULATION

The commission estimates the economically active population in 1980 (excluding Transkei, Bophuthatswana and Venda) was 8.7 million, which means there was an average annual increase of 1.6 percent from 1970. In this period the economically active black population rose by 1.2 percent.

People employed in the non-agricultural sector, based on sampling, rose by 144 000 or 3 percent in 1981. Job opportunities for blacks rose by 98 000 or 3.7 percent.

- Black Allied Workers Union
- Cape Explosives Industrial Workers Union
- Chemical and Allied Workers Union
- Chemical Workers Industrial Union
- Chemical Workers Union
- Durban Rubber Industrial Union
- Engineering and Allied Workers Union of S.A.
- Federated Mining, Explosives and Chemical Employees Union
- Industrial Salaried Staff Association
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Industrial & Allied Workers
- National Union of Motor Assembly & Rubber Workers of South Africa
- S.A. Chemical Workers Union
- South African Allied Workers Union (SAAWU)
- Steel, Engineering and Allied Workers Union

Chemical & Chemical Products, Coal, Rubber & Plastic Products



their vehicle repaired are dealing with a re- torists to make use of spokesman

# Miller says it's NRP policy

Chief Reporter

The elaborate and academically complex wording of the President's Council constitutional recommendations amount to nothing more than the New Republic Party's federal policy, says the NRP's Natal leader, Mr Ron Miller

In comment in the latest edition of Volkstem, the official organ of the NRP, he said phrases such as "consociational democracy" and "segmental autonomy" were only the NRP's federal policy

Mr Miller wrote that South Africa faced three paths white domination as proposed by the Conservative Party and Herstigte Nasionale Party, power sharing over matters of common concern with group autonomy over exclusive affairs as proposed by the NRP and National Party, or power sharing in a unitary state which would lead to majority rule, as proposed by the Progressive Federal Party

Blacks had to be included in any constitutional solution

## Labour Reporter

More than a dozen trade unions in South Africa have memberships of over 20 000

This emerges from a 278-page survey on South African unions between 1970 and 1980 by Miss Shirley Miller for the University of Cape Town's Southern Africa Labour and Development Research Unit

Details of membership and recognition agreements of more than 250 unions are recorded in the survey

Rapid membership growth for the Federation of South African Trade Unions (Fosatu) is shown — from about 45 000 in mid-1979 to

# Trade unions grow rapidly

Stan 2/6/82 134

more than 94 000 at the end of last year

Over the 10-year span of the survey, membership of the Trade Union Council of South Africa (Tucsa) increased from about 182 000 in 1970 to 361 000 last year

The membership of the white South African Confederation of Labour showed a decline over the decade — from more than 183 000 members in 27

unions in 1969 to 132 000 in 15 unions in 1980

One of the Confederation's most recent losses was the 22 500 member Artisan Staff Association to Tucsa last year

The survey shows the registration of a number of unions has lapsed and that there were close to 100 registered but unaffiliated unions operating in South Africa

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Smoking destroys the very substance that fights infection... Vitamin C

Even a cigarette in which you smoke 25 mg of Vitamin C from your body!

By smoking you deplete your body of Vitamin C. You need more Vitamin C to fight off infections. You need more Vitamin C to fight off colds. You need more Vitamin C to fight off flu. You need more Vitamin C to fight off pneumonia. You need more Vitamin C to fight off tuberculosis. You need more Vitamin C to fight off cancer.



Redoxon

lemon or plain

# Redoxon

enhances natural resistance to infection even in smokers

such Blacks are employed subject to a notice period of (i) 30 days, (ii) 7 days and (iii) 24 hours?

The MINISTER OF TRANSPORT AFFAIRS

- (a) (i) 131 518  
 (ii) 55 809  
 (iii) (aa) Nil  
 (bb) Nil
- (b) (i), (ii) and (iii) The information is not readily available

South African Transport Services' staff associations

667 Mr G B D McINTOSH asked the Minister of Transport Affairs

- (1) How many staff association members of the South African Transport Services are (a) Black, (b) Coloured and (c) Indian,
- (2) whether any conditions have been laid down in regard to membership of such staff associations, if so, what are these conditions,
- (3) whether such conditions differ from those laid down in respect of White membership of staff associations, if so, in what respect?

The MINISTER OF TRANSPORT AFFAIRS

- (1) (a) Blacks 50 834  
 (b) Coloureds 10 790  
 (c) Indians 1 247
- (2) The S A Transport Services do not lay down any conditions in regard to membership of staff associations. However, the conditions laid down by the respective staff associations in regard to membership are as follows

*(134) 3/6/82 X*  
 Blacks employed by South African Transport Services  
*Handwritten: Q. 601, 967-969*  
 666 Mr G B D McINTOSH asked the Minister of Transport Affairs

- (a) How many Blacks employed by the South African Transport Services are (i) salaried staff, (ii) contract workers and (iii) paid on a (aa) weekly and (bb) daily basis and (b) how many

- (a) Blacks—After completion of three months continuous service
- (b) Coloureds and (c) Indians—Those on the regular staff establishment upon engagement/appointment and those on the supplementary staff after completion of six months continuous service
- (3) Yes, all White employees may enrol as members of their respective staff associations upon engagement

Airways



## Non-racial unions co-operate



Representatives of over 200 000 workers from 13 trade unions met in Johannesburg in April this year to discuss far reaching strategies for unity amongst the non-racial unions.

Workers demand high wages and control over their own lives which they express as demands for democracy. These demands conflict with the common interests of management and government - increased profit and a secure apartheid state.

To maintain their position, management and state attempt to disorganise, divide and control the workforce.

The state has acted to break worker organisation using the police, army and its powerful security legislation. Wiehahn and Riekert have led to amendments in labour legislation, aimed at increasing control and division.

However, these attempts to divide and control have been resisted. The continued growth of the non-racial trade union movement and the forging of working links between workers, community and political groups, have contributed to union strength. Sound organisation



Representatives of 13 trade unions met in Johannesburg in April this year to discuss strategies for unity among non-racial unions.

tion on the factory floor has strengthened workers' bargaining power.

It is against these determined efforts to break organisation, that workers are uniting to increase their power. The first unity conference, held in Cape Town in 1981, outlined union strategy to ensure solidarity amongst the represented unions.

Practising worker democracy, workers' representatives took issues which arose back to the workers of the unions. In this way discussion and planning for the second conference took place.

The second conference, held in Johannesburg, started with the dramatic

walk out by Macwusa and Gwusa over the sensitive issue of registration within the industrial conciliation system.

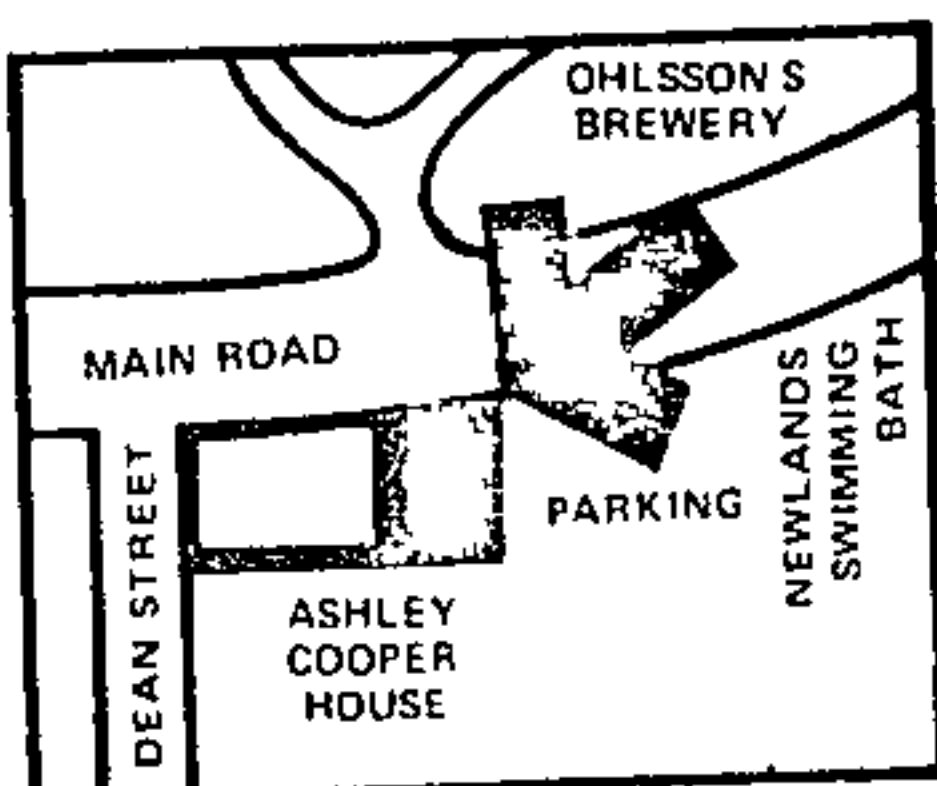
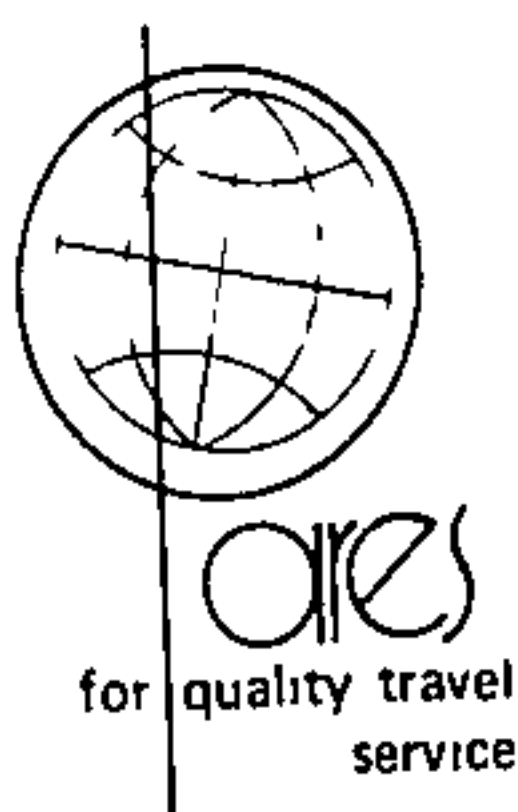
The conference was however, a success. Plans for crucial moves to unify progressive trade unions both registered and unregistered were discussed.

The cooperation gained between unions should result in coordinated planning. This was particularly evident amongst the general unions (organizing across industries) and should minimize competitive organisation.

The next conference is planned for the end of June in Port Elizabeth.

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**Trade unions pay tribute to Mavi**

**Labour Reporter**  
TRADE unions today paid tribute to Joe Mavi, president of the Black Municipality Workers' Union, killed in a car accident in the Free State yesterday.

The unions are the African Food and Canning Workers' Union, the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Media Workers Association of South Africa (Western Cape region) and the Federation of

South African Trade Unions

All are members of the local Solidarity Committee, set up after the summit conference of independent unions in Langa last year.

In a joint statement they said they were shocked to hear of Mr Mavi's death. They described him as a "talented and committed trade unionist".

**INSPIRED**

"His death is a loss not only to the municipal workers in Johannesburg,

but to the working class movement as a whole.

"He was a leader who rose from the ranks of some of the most oppressed workers in South Africa — the municipal workers

"He inspired his fellow workers with vision and dedication and rose to lead them in the heroic struggle of 1980, which was put down with such brutality by the Johannesburg City Council and the police

"The State has dealt him many heavy blows,

but he was never deflected from his aim of building up a confidence and strength of workers in their organisations. He will long be remembered for his outstanding courage," they said.

The unions urged members of the Black Municipality Workers' Union to "take heart in spite of their great loss and look to the future

"We assure them of our support. Their struggle is our struggle," the statement said.

**Nats preparing for more defections?**

**Political Staff**  
THE Government appears to be preparing for possible defections from the National Party in the Provincial executive committees.

A Bill amending the Constitution Act, which was withdrawn last week, has been re-introduced with an added section giving Provincial Council's the power to remove any member of a Provincial executive committee, apart from the Administrator, by resolution of the council.

The Bill also specifically prohibits any debate on such a resolution.

The clause is understood to follow speculation that Dr Servaas Lat-

sky, MEC in charge of hospital services for the Transvaal, had been considering his position in the National Party.

Dr Latsky, however, quashed the speculation when he remained firmly in the party when the joint caucus meeting of the National Party was held in Cape Town on Saturday.

In terms of the existing law, once elected, a member of a Provincial executive committee could not be thrown out by the councils until the next election.

The Provincial Council system operates differently from the central Government in selecting its executive

The elected leader of the caucus of the majority party in Parliament is automatically appointed Prime Minister by the State President.

In turn, the Prime Minister chooses his executive.

The Prime Minister can change his Cabinet at any time he wishes.

The Provincial executives are elected by the full Provincial Councils after a general election and hold office until the next general election.

**SA link hits art show**

**Argus Bureau**  
LONDON. — The North London district of Camden council plans to ban a major exhibition on British mining in art because it is partly sponsored by Barclays Bank.

The council objects to

the bank's interest in South Africa.

An Arts Council official said "It is rather unfortunate as it is a very important exhibition. At this stage it will be a great problem to find an alternative venue in London."

INDESIT INTRODUCES  
TO SOUTH AFRICA  
THE MACHINE  
THAT'S TAKEN EUROPE  
BY STORM

THE WASHING  
MACHINE RAN  
THAT IS  
SOUTH AFRICA  
FAVOURITE.



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# Inquest told of Aggett's views on unions

CAIK Tm K  
11/6/82

Own Correspondent

JOHANNESBURG — Dr Neil Aggett emphasized his commitment to open, legal and democratic trade unions in a statement to his interrogators, the inquest court here heard yesterday.

He had said "a basic contradiction arose" when the SA Congress of Trade Unions (Sactu) dissolved and went underground, because there could be no democratic control over the policies of an underground union movement.

"A trade union must be open, legal and run democratically," he wrote. "It is for this reason that I believe that Sactu (which is aligned to the ANC) is taking a wrong path, although it has a good history."

The statement was read at yesterday's inquest on Dr Aggett, 29, a medical doctor and trade unionist, who was found hanged in his cell at John Vorster Square on February 5.

## Books seized

Detective Warrant Officer Lawrence Prins of the security police told the court that books and documents seized from Dr Aggett's home and office at the African Food and Canning Workers' Union had been handed to him. He had made an inventory of 119 publications which, he believed, related to Dr Aggett's alleged activities.

The list included books and papers by Lenin, Trotsky, the Housewives' League and the Wiehahn Commission.

Also included was "Trade Unions and the Struggle for the Liberation of South Africa".

Warrant Officer Prins said he had read sections of the publication and was satisfied the contents

were relevant to Dr Aggett's activities.

Dr Aggett's statement was read out by Mr Dennis Kuny, representing the Aggett family after the detective had admitted he did not know the publication was strongly critical of Sactu.

Dr Aggett's statement said "I have read about Sactu, and, as a non-racial, independent federation of trade unions, I think its history is commendable. Our union was itself a leading member of Sactu, and I think it was the correct decision of the membership to affiliate at that time."

"Politics always cuts across trade union matters, particularly in South Africa, where influx control and contract labour directly affect the lives of the union membership."

"For this reason, the alliance of Sactu and the ANC was a valid one in the past. It was also important that the workers had their own organization within the alliance to make sure that their aspirations were catered for."

## ANC documents

"However, when Sactu dissolved and went underground, a basic contradiction arose. It is impossible to have an underground trade union, because there can be no possible democratic (word missing) over the policies of that union."

The court heard that when the security police seize books or documents, an inventory is drawn up which the owner is asked to sign.

Three ANC documents were found in a briefcase belonging to Dr Aggett. They did not appear on an inventory which he had signed.

The hearing continues in the Johannesburg Regional Court today.

# SA 'becoming vulnerable to labour unrest'

CAPE TOWN 14/6/82

130

152

Own Correspondent

PRETORIA — South Africa's economy is becoming increasingly more dependent on black labour, and more vulnerable to labour unrest, according to economists

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, had agreed, and emphasizes that the danger was the misuse for political purposes of a situation where blacks were becoming massively more dominant in the labour field

Dr Scheepers and the economic sources were commenting on the latest employment figures issued in Pretoria last week by the central statistical services

## 72 percent

These show that at the end of last year 72 percent of the country's total labour force was either black, coloured or Asian. The actual figures total 4 898 163, of whom 1 355 390 are white and 2 774 624 black

Then, in the six major work categories — mining, manufacturing, construction, electricity transport and communications — 78,7 percent were either black, coloured or Asian

The total labour force in the six categories was 3 047 579, of whom 648 605 were white and 2 398 974 black

According to the statistics, the monthly average white wage at the end of last year — R1 042 — was more than four times greater than the average black wage of R257

Dr Scheepers said the potential for labour unrest in South Africa was considerable

This was clearly illustrated by the large number of work stoppages already this year. Black labour be encouraged to organize either in terms of industrial council agreements or in other ways, and that there was a clear and responsible understanding of what was at stake if the strike threat spread

"They must be made to appreciate they cannot get everything overnight. Their expectations must be trimmed back to mesh with what is possible in terms of prevailing circumstances"

Unless this was done, overblown expectations could keep the economy in a constant state of uneasiness, if not unrest, Dr Scheepers said



# 2 ex-detainees to be tried for treason

*Cape Times 15/6/82*  
*134*  
*[Handwritten marks]*  
Own Correspondent

JOHANNESBURG — Two former detainees are to be tried in the Rand Supreme Court for high treason. They are Miss Barbara Hogan, 30, and Mr Cedric Mayson, 53.

They face alternative charges under the Terrorism Act.

A third ex-detainee, Mr Alan Fine, 26, will be tried under the Terrorism Act.

Miss Hogan, of Hunter Street, Yeoville, Mr Mayson, of St George's Street, Yeoville, and Mr Fine, of Sharp Street, Bellevue, were not asked to plead.

Appearing with the three in the Johannesburg Regional Court yesterday were trade unionists Mr Thozamile Gqweta, Mr Sam Kikine and Mr Sisa Njikelana.

The magistrate, Mr M P Prinsloo, ruled that Miss Hogan and Mr Mayson were to be tried separately in the Supreme Court on dates still to be determined. Mr Fine will be tried in the Regional Court. They were remanded to June 21 for provisional trial dates.

Detailed charge sheets were handed to the three yesterday.

Mr Gqweta, Mr Kikine and Mr Njikelana were remanded to June 28. They appeared in connection with allegations under the Terrorism Act. Counsel for the State, Mr W J Hanekom, told the court the Attorney-General had not yet decided what charges would be brought against them.

## Charges against the accused

Some of the charges against Miss Hogan are that she:

Joined the ANC in Swaziland in 1977, agreed to work in the field of labour to further the aims of the ANC, established a communications system with the ANC, using dead letter boxes, post boxes and couriers, learnt a secret ANC code, visited an ANC official, Mr Marius Schoon, in Botswana on several occasions and conveyed information to him and the ANC and received instructions from him regarding her ANC work.

It is also alleged that she compiled documents which she handed to Mr Robert Adam in Johannesburg to have transmitted to the ANC High Command in London via Botswana.

Charges facing Mr Mayson are that he:

Became a member of the ANC during 1977 and 1981, had talks with ANC officials Captain Zungu and Mr Solly Smith in London in 1978 regarding the dependency of the ANC on London and ANC attitudes to violence and to Inkatha, had talks with ANC official Mr Marius Schoon and South African Congress of Trade Unions (Sactu) official Mrs Jeanette Schoon in Gaborone, Botswana, during October 1981 regarding the ANC attitude towards doing military service in the South African Defence Force.

It is also alleged that he received tape recordings of speeches by ANC president Mr Oliver Tambo and ANC and Swapo freedom songs from "active ANC supporter" Mr Jakes Selibe, made copies and gave some of them to Mr Auret van Heerden, the Rev C F Beyers Naude and Mr Selibe, received a large quantity of literature from the ANC between 1977 and November 1981 through Cecilia Hurgland of the Swedish Embassy in Pretoria and distributed it, assisted several people, including Mr Kleinschmidt and Mr and Mrs Schoon, to leave the Republic illegally.

It is also alleged that he had extensive talks with the commander of Umkhonto we Sizwe, Mr Thabo Mbeki, in London in July 1981. Mr Mayson allegedly agreed to investigate the possibility of involving youth and students in ANC activities, to propagate the boycott of government-created institutions, to advise people to refuse to undergo military training, to determine targets for reconnaissance and sabotage and to examine the possibility of storing weapons in churches, discussed the formation of ANC area political committees with Mr Jabu Ngwenya, Mr Frank Chikane, Mr Auret van Heerden, the Rev Beyers Naude and someone named only as Norman.

Charges against Mr Fine are that he:

Conspired with Sactu to further the aims of Sactu and therefore the ANC, alternatively that he took part in ANC activities, that he visited Mrs Schoon in Botswana during 1977 and agreed to obtain information regarding labour and trade unions and to forward it to Sactu via Mrs Schoon.

It is also alleged that he learnt a secret code to communicate with Sactu, sent or conveyed information to Sactu via Mrs Schoon during 1977 and September 1981 on various trade unions including the Trade Union Council of South Africa (Tucsa), the Federation of South African Trade Unions (Fosatu), South African Allied Workers' Union (Saawu), the Food and Canning Workers' Union and the Western Province General Workers' Union, the Fattis and Monis, red meat and Wilson Rowntree boycott campaigns and General and Allied Workers' Union official Mrs Mary Ntseke.

By STEVEN FRIEDMAN  
Labour Correspondent

DISSATISFACTION among mine underground officials is "rife" because of the wage agreement their union, the Underground Officials Association (UOA), agreed to sign with the Chamber of Mines, rival union sources claimed yesterday.

The union's general secretary, Mr Doc Coertze, confirmed yesterday that "some" members were unhappy but said they were "a misinformed minority".

He denied claims that the UOA's Klerksdorp branch had passed a motion of no confidence in the union's leadership for signing the agreement and lashed out at

his rivals charging that their meetings were "a three-ring circus".

Late last week, the UOA and the chamber signed an agreement granting underground officials a 9% increase on minimum wage rates — not actual pay.

White mine unions, represented by the Council of Mining Unions (CMU), are demanding a 15% increase and their members are threatening to embark on a legal strike if this demand is not met. The chamber is offering them 8%.

The support of underground officials is essential to white miners if they strike legally — during the 1979 miners' strike officials did miners' work.

Observers therefore believe that the UOA's decision may undermine the bargaining position of the CMU unions.

A CMU source said yesterday mine unions were "very angry" at the UOA.

The CMU unions also say the UOA agreed with the chamber that its members will receive increases grant-

ed to white miners, if they are bigger.

"This means that they expect us to take up the fight and they will reap the benefits," some CMU unionists complain.

But they allege that underground officials are unhappy with their association's decision to accept the offer.

"Many underground officials have come to our meetings. They are furious with their association — particularly in areas like Witbank and Klerksdorp," a union source said yesterday.

# Miners clash over pay rise move

Mr Coertze said yesterday the decision to accept the offer was made by a majority of the UOA executive "It reflected the wishes of most members," he said.

He confirmed that the UOA would approach the chamber to ask for any extra rise given CMU unions.

"We decided it was better to have 9% now than 10% in two months time. The longer negotiations drag on, the more members lose out. When our members get their pay packets we will see who is happy and who is not."

134 (134) 16/6/82



(134) ROOM 146/82

# Union unity: crucial July indaba planned

Labour Correspondent

EFFORTS to weld the emerging — mainly black — union movement into a permanent working alliance will enter a crucial new phase at a meeting planned for early next month

Union sources said on Monday a key meeting of small delegations from the major unions is planned for the first week of July — and the meeting is likely to give the clearest sign so far of whether permanent unity moves will succeed. A venue has already been found.

Union sources indicated yesterday that earlier optimism about unity prospects has decreased, and some tough inter-union bargaining is expected. But an alliance between the bigger union groupings may still be possible. In April, unions meeting near Johannesburg agreed to try and unify.

Only two unions at that meeting — the East Cape-based Macwusa and its sister

union, Gwusa, refused to take part. The Federation of SA Trade Unions proposed a tight federation to make emerging unions a more effective shop floor force. Despite reservations among other unions about the Fosatu proposals, they agreed to continue talking.

The plan was for unity discussions in regional solidarity groups, and then a "mini-summit" to formally consider unity proposals.

But no talks have taken place yet in the "solidarity committees".

A union source said yesterday this did not mean unity efforts were dying. The "solidarity committees" were inappropriate — they were only sources of Press statements", the source said.

The July meeting will be "tough" — particularly on the merging of unions to streamline organising efforts. But the prospect of major union alliances still existed, the source said.

Cape Times  
Mavi 17/6/82

arrests

Warning

THE Western Cape Inter-Union Solidarity Committee has warned of "serious repercussions" following the arrest by security police of more than 200 mourners at a memorial service in Soweto for trade union leader Joe Mavi

In a statement the committee condemned the arrests as "intimidation and provocation"

The committee is composed of the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Federation of SA Trade Unions (Fosatu), the Media Workers' Association of SA (Mwasa) and the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

The statement says "Are we not allowed to mourn our dead or pay tribute to our leaders? Thousands of workers all over South Africa loved and respected Joe Mavi

"The action taken against mourners at Dube can have serious repercussions. While we appeal to all workers to be calm and not to be provoked we protest against police action against mourners"



June 1982/ Star (134) 176 211

# Mine unions clash on strikes

**By Drew Forrest**  
An inter-union row has erupted over the refusal of a mine officials' association to back mining unions in the event of a lawful strike  
At the centre of the rumpus is the Underground Officials Association (UOA), which last week broke ranks with other officials' bodies and the Council of Mining Unions (CMU) by accepting a Chamber of Mines offer of a nine percent

increase in minimum pay rates  
The CMU is in dispute with the Chamber, which has offered white miners an eight percent rise. A failure to settle at a conciliation board meeting on June 24 could lead to a lawful strike on the mines  
The UOA general secretary, Mr Doc Coertze, said he would not advise his members to refuse miners' work if they struck  
"The CMU is making

a big mistake in demanding 15 percent when the industry is in the doldrums," he said  
"We feel we are doing the CMU a favour by settling early. Now the Chamber can't offer it less than the nine percent we received"  
In an angry reaction, a CMU source branded the UOA leadership "scabs who obviously don't know the first thing about trade unionism"  
At a meeting in

Klerksdorp last night, the CMU chairman, Mr Arrie Paulus, told about 1 800 miners — who unanimously rejected the Chamber's offer — that the UOA had not done its arithmetic if it thought a 15 percent demand unreasonable  
Members of the UOA claimed after the meeting there was widespread rejection of the settlement in the Klerksdorp area.  
Most officials would not do the work of strikers, they said.

# ILO report hits at SA

GENEVA — Brutal police are replacing hard-nosed employers as the trade unionists' main foes in many parts of the world, according to the International Labour Organization (ILO)

Reports on workers' rights reviewed at the ILO annual convention in Geneva this month show that beatings, imprisonment and even murder of trade unionists have become common ways for many states to deal with workers demanding their rights

In his report to the annual conference this year, the director-general of the ILO, Mr Francis Blanchard, said the successes of the 63-year-old organization were tempered by a marked deterioration in respect for human rights

CAPE TOWN 17/6/82

In the best-known case, the suspension of the 9.5-million member Solidarity free trade union in Poland and imprisonment of almost five million activists, the ILO demanded and won the right to send its own representative on a fact-finding mission to Poland

In two special reports this year, the ILO singled out South Africa and Israel for particular criticism

Black workers are now freer to join trade unions in South Africa, one report said, but flagrant inequalities remain between blacks and whites while police actions against strikers are increasing

Police were called in to break up strikes once every three days in 1980, it said — Sapa Reuter

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# Railway reforms 'are on the way'

RDM 18/6/82

134

Pretoria Bureau

TRANSPORT Services' management aims at total equality in all areas between white and black workers by 1987

The reforms have already started, according to the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers

"The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees"

Referring to the unregistered General Workers Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions

"We have 11 unions now, four of them

for non-whites To allow the registration of more railway unions would lead to a chaotic situation A further fragmentation of workers into more unions would benefit none," he said

He claimed that the GWU had about 400 railway members in Port Elizabeth and a "few" more in Cape Town and East London Another unrecognised union had also started operating in Durban

Mr Zurich warned the GWU to leave railway workers alone

"The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs happen to be"

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife

Mr Zurich said the railways administration was committed to a policy of equality among its workers, and a firm start had been made in implementing the policy

"All problems that have developed over the years cannot be wiped out overnight, and the appearance of maverick unions to represent railway workers can only delay the process of attaining equality"

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices

Mr Zurich will have further talks on the issue with the Minister next week

# Railways set target for equality

*Mercury 18/6/82* *138* *Mercury*

Mercury Correspondent

PRETORIA—South African Transport Services management aims at total equality in all areas between white and black workers by 1987

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## 'Chaotic'

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'All problems that have developed over the years cannot be wiped out overnight and the appearance of maverick unions claiming to represent railway workers can only delay the process of attaining equality'

The issue is expected to be referred to at next week's meeting of the Federal Consultative Council of Railway Staff Associations, and by the general manager of South African Transport Services, Dr Kobus Loubser

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages, his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices'



By Jerry McCabe,  
West Rand Bureau

Miners are worried about two factors they feel threaten their careers. It is a toss-up which of the two — possible loss of jobs or a possible strike — is of more concern.

Several Carletonville miners yesterday said the decline in the gold price had obvious implications for their future in the mine.

Yet the possibility of white miners being called upon to strike in support of a pay demand seems to be of more concern.

"We are three-way losers," said Mr Johnny Mizen, an electrician on the Western Deep Mine.

"Either they retrench us because of the drop in the gold price or they fire us for striking. And if we don't strike, the miners that do strike will make our lives hell."

Another miner, who did not want his name mentioned, said the main talking point on the mines was whether there would be a strike.

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# Miners face painful choice: strike or jobs

"Most of my friends don't want to strike. They have a job and are earning money to support their families," he said.

There is pessimism among miners following news of drastic cuts at the West Rand Consolidated Mine at Krugersdorp.

In Carletonville rumours of impending retrenchments on several mines could not be confirmed.

Some men from the Elandsrand mine have apparently been transferred to mines in the Orange Free State and there is also talk of miners from the Deelkraal mine being transferred or retrenched.

Mr Siegfried Tass, the owner of a beer hall and restaurant patronised by miners, said

wholesale retrenchments would drastically affect the town.

"Already I can feel the effect of all this uncertainty. In the past my pub used to be packed with miners at lunchtime. Now only a few come in," he said.

Mr Tass said the falling gold price had affected all local businesses. "We used to get plenty of travellers who did business with mines but now they no longer come to Carletonville. The mines no longer buy anything from them," he said.

Miners are jittery about the fact that mines have recently employed British and Polish immigrants on three year contracts.

"When they have to dismiss staff they cannot retrench these

people. The older miners with many years of service are told to go," said one miner.

No matter how one tries to keep the conversation on the threat to miners jobs, it inevitably comes back to striking.

Not one miner spoken to was eager to strike but all felt the consequences of not striking were even worse.

Mr Tass said one of his miner friends had told him he intended buying a gun to protect himself from strikers.

"He said he refused to strike. No one would prevent him from working — even if he had to use force," Mr Tass said.

Another miner said the day his union told him to strike he would resign. "I don't want to strike but I will, and as soon as I have worked my notice I will look for a job elsewhere," he said.

"I have a wife and three young children to consider and striking plays no part in my life."

# The diplomat and the diggers <sup>RM</sup> <sup>134</sup> Rainy day deadlock <sup>RM</sup> <sup>134</sup>

Star 24/6/82

By Tony Davis, Labour Reporter

Deadlock in conciliation board talks this week between the mining unions and the Chamber of Mines came as no surprise, because of the gulf between the unions' wage demands and the employers' counter offers.

The eight unions, representing 22 000 white miners through the Council of Mining Unions, had demanded a 15 percent wage increase.

But the Chamber of Mines would go no better than nine percent, an increase of one percent over its previous offer.

The conciliation board earlier this month failed to resolve the dispute, as had the

regular wage talks held in April.

The talks were dominated by the strong personalities of individuals in the two negotiating teams.

The Chamber of Mines is the vast umbrella body representing nearly all employers in the gold industries.

The main visible authority in the wage negotiations for the chamber is its industrial relations adviser, Mr Johann Liebenberg.

Mr Liebenberg is no stranger to wage talks, having been involved in labour matters since 1968, when he was involved with the industrial council for the motor industry.

And he is also no stranger to diplomacy, having worked for the South African diplo-

matic service in West Germany during the 1960s.

Mr Liebenberg's appreciation for union interests comes naturally, as his father was once president of the white-member Confederation of Labour and also president of the Artisan Staff Association.

Facing the refined Mr Liebenberg and his associates around the negotiating table were the heads and representatives of the eight-member CMU.

The chairman of the council, Mr Arrie Paulus, who is also secretary for the Mine Workers Union, has made no bones in the past about his or his members' attitude towards the Chamber.

Mr Paulus, even in his occasional forays into political spheres,

has always had the interests of his members at heart. Recent miner rallies have shown the extent of his support and backed his rejection of the chamber's wage counter offers.

Another potent force in the CMU is the SA Electrical Workers Union secretary, Mr Ben Nicholson.

The diminutive unionist was away in Europe for the second conciliation board talks but had previously made his views known to the chamber about the wide difference in the two wage figures.

Mr Nicholson had plenty of practice in negotiating skills from his many years of involvement on industrial councils.

To Mr Ike van der Watt secretary of the SA Boiler makers

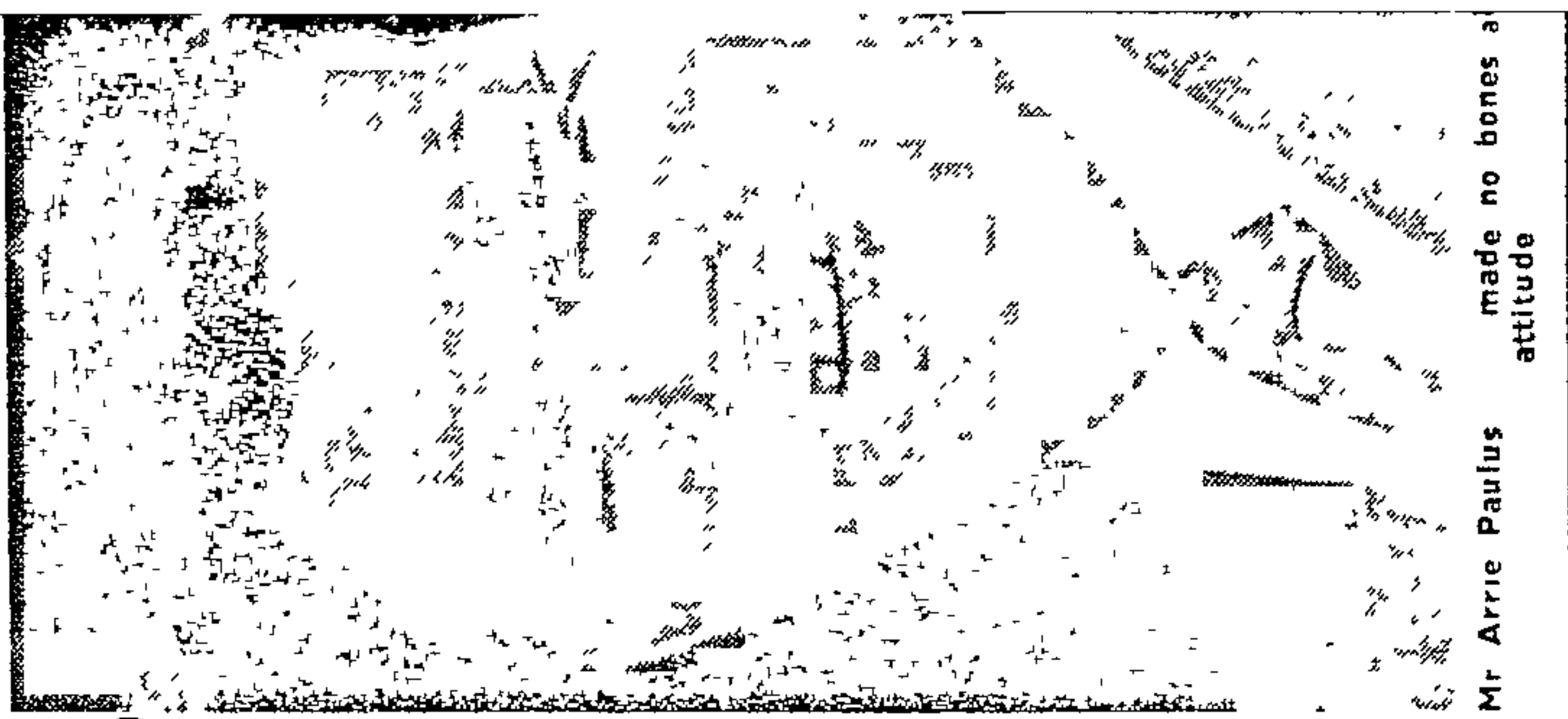
Society, the chamber's eight percent counter offer was totally unacceptable.

He noted that when the gold price was over R700, the chamber granted the large wage increases, but warned that the money should be put away for times of decline in the industry.

"Now the rainy days are here and where is the money?" asked Mr van der Watt.

Mr Tommy Neethling is the secretary for the 32 000-member Amalgamated Engineering Union and another opponent of the chamber in the negotiations.

Mr Neethling said that at the start of negotiations in mid-April, the chamber had said the gold price would not be used as a bargaining lever.



Mr Arrie Paulus made no bones a attitude

no stranger to



THE  
MINE  
WORKERS  
UNION

Council of Mining Unions' representative Mr Arthur Allen holds up the notice announcing a strike ballot which will soon appear on South Africa's gold and coal mines.

# Miners to hold strike vote as pay talks break down

134  
24/6/82

By Drew Forrest  
Trade unions representing about 22 000 white coal and gold miners yesterday moved closer to a legal strike when they set a date for strike ballots

The eight unions on the Council of Mining Unions (CMU) decided unanimously at

a meeting in Johannesburg to hold joint legal strike ballots on July 7.

The decision, which has no precedent, follows the breakdown on Tuesday of conciliation board talks between the unions and the Chamber of Mines.

During this second session of the board, the CMU rejected the chamber's slightly im-

proved offer of a nine percent wage increase on standard rates and productivity bargaining later in the year.

The chamber has accused the CMU of a refusal to move significantly from its earlier demand for a 15 percent increase, while the unionists say they are prepared to take any reasonable offer back to their

members  
After yesterday's meeting, the CMU chairman, Mr Arrie Paulus, said notices would be posted at every shaft announcing the date and the reasons for the strike ballot

Ballot boxes would be placed in the Mine Workers Union meeting halls on all gold mines and at convenient points on the collieries to enable

members of various unions to vote at the same time

Organisers would bring the ballot boxes to a central point in Johannesburg, where the votes from each union would be counted separately — a process which Mr Paulus said would be completed by 11 am on July 8

"If the vote goes in favour of a strike and I am convinced that more than 90 percent of our members want one — the

CMU will decide on how to proceed from there on," Mr Paulus said

The militant mood of white miners was the clear message of the countrywide report-back meetings held over the chamber's earlier eight percent wage offer, he said

"The CMU has, however, invited the chamber to contact us at any stage — before or after the ballot — to re-open talks"

● See Para 25

# Strike may cost fortune in gold

By Tony Davis  
Labour Reporter

The possibility of a strike by 22 000 white miners next month holds a dire threat for the Chamber of Mines

Miners in the gold and coal industries who are represented by the eight unions of the Council of Mining Unions are scheduled

to conduct a strike ballot on July 7. The results are expected to be known by noon the following day.

The chamber has seen strike action by miners before. In 1979 members of the Mine Workers' Union voted to strike at the O'Kiep mine over the recruitment of coloured workers

The wildcat strike spread to other parts of the country before it was broken by the chamber and strikers were dismissed

If a strike takes place next month, it will be a legal strike as conciliation board talks have failed to resolve the wage grievances of the mining unions and the chamber

But, in terms of the miners' conditions of employment, the situation is the same. Employment contracts are automatically terminated if miners conduct either a legal or illegal strike

At this stage the chamber and the Council of Mining Unions have adopted an open-door policy for talks to ensure the possibility of further negotiations should the need arise

In the event of a strike by the eight unions production in the gold and coal mines would be crippled

● For the gold mines this means that producers in the Evander, Central West, Stilfontein, Klerksdorp and Orange Free State areas would be affected

● For the coal producers, production in Northern Natal, the Transvaal and the Free State would be hit

It is difficult to ascertain the economic costs of such a strike, but a week's strike could cost gold mines about R150 million in lost revenue, based on a figure of R300 an ounce

A week's losses in the gold industry, however, would be much higher because it could take from a few days to two weeks to get production back to full capacity

If a majority of miners voted against any form of strike action, this would signal a return to negotiations by the chamber and council

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**Concern over moves by unions**

THE Federal Council of South African Transport Services Staff Associations has expressed concern over efforts by independent fledgling trade unions to initiate dialogue with and obtain recognition from the SATS

In a statement at its half-yearly meeting in Johannesburg yesterday, it however said it was gratified over the strong stand taken by the Minister of Transport Affairs, Mr Hendrik Schoeman, and the general manager of

the Railways, Dr Kobus Loubser, in not entering into dialogue over the recognition of the unions

To do so would bring chaos and confusion resulting from the possibility of many unions trying to gain a membership foothold among the SATS staff

The council said there were 11 registered and recognised trade unions, some of them established in the early '20s, who were experienced and catered adequately for

workers of all races employed in the SATS

Ten of these unions were affiliated to their umbrella organisation, the Federal Council, and it was hoped that the 11th union would also shortly affiliate

The statement said the council was formed in 1942 and it could boast of decades of achievement and four decades of labour peace in its industry — Sapa

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199  
Macwusa man  
RDM 26/6/82  
in the dock

**Labour Correspondent**

THE Pretoria chief of the Motor Assembly and Components Workers Union of SA, Mr Donsie Khumalo, appeared briefly in the Pretoria Magistrate's Court yesterday charged with incitement to strike

He pleaded not guilty and the case was adjourned. The prosecution follows a work stoppage at a Pretoria dry-cleaners recently



GWU out  
of several  
industries

Staff Reporter

IN A SIGNIFICANT step towards industry-based organization, the General Workers Union (GWU) resolved at its annual national conference in the City at the weekend not to operate in certain industries

The GWU constitution was amended to exclude workers in the food and canning, textile and motor assembly industries and the commercial and distributive trades

A GWU statement said demarcation disputes between unions were the "single greatest cause of division in the democratic union movement" and that the large number of general unions "greatly added to the potential for conflict."

This fact, and difficulties in co-ordination, had led to the decision to stay out of certain industries. The GWU offered to help other progressive unions in these industries where it could

It was also agreed to contact the Metal and Allied Workers' Union (Mawu) to discuss demarcation issues and general co-operation in the engineering industry

A request was made to other general unions to follow the GWU's example and "give serious consideration to the question of demarcation"

The conference endorsed the moves towards trade union unity, calling for unity of all democratic trade unions and the establishment of "mutually-acceptable criteria to verify and monitor the attainment of basic democratic practices in each union"

Too late for classification

# GWU offers help to rival unions

CAPE TOWN — In a major boost for unity moves among emerging unions the Cape-based General Workers Union (GWU) has decided to stop recruiting workers in key industries organised by rivals

It has offered to help "progressive rivals" in these industries

The industries affected are food, textiles, motor and the commercial distributive trade. The GWU has called on other general unions to do the same

It has also announced terms for union unity which mean that only differing views on union autonomy separate it and the Federation of SA Trade Unions (Fosatu), whose proposals launched the present unity drive

These decisions were taken at the GWU's second annual conference held here at the weekend. They come shortly before a second meeting of key emerging unions aimed at cementing a working alliance between them

The present moves

came after Fosatu called for "disciplined" emerging union unity

This would mean unions would join in a working alliance, be bound by joint decisions — with voting strength determined by size — and would "streamline" efforts by agreeing not to encroach on each other's territory

In a statement released after the conference, the GWU said it was "strongly in favour" of moves towards the unity of "all democratic unions" and "the establishment of mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union"

It also agreed that each union should "commit itself to a rationalisation of its areas of organisation"

Disputes over who was entitled to organise which workers were "the greatest cause of division" among emerging unions and a proliferation of general workers' unions "greatly adds to

the potential for conflict", it said

The union had also found that its own structure as a general workers union had led to "some difficulties in co-ordination"

The GWU had thus decided to amend its constitution to exclude the four industries — two of which are organised by Fosatu unions — from its ambit and to "assist where possible" other "progressive" unions in these industries

It also decided to contact Fosatu's Metal and Allied Workers to discuss demarcating recruitment efforts and to seek "general co-operation"

The GWU called on other general workers' unions to "follow this example"

One further condition spelled out by the GWU and which may cause friction is its insistence that "the autonomy of each union be respected at all times". This may conflict with Fosatu's plans for a "tight federation" of unions — DDC

## Major union groups expected at unity talks

JOHANNESBURG — All the major union groups which have launched a drive for more permanent unity are expected to attend a key meeting in Port Elizabeth at the weekend to examine the unity drive

This included the Councils of Unions of SA (Cusa) which did not attend a recent union summit meeting near Johannesburg, the meeting's organiser, Mr Jan Theron, said yesterday

The Port Elizabeth meeting is a follow-up to

the summit, which decided to explore more permanent union unity. It will be attended by small groups from each union and will probably lead to a third summit-meeting later in the year

Mr Theron said he had received no indications that any union group would miss the meeting

He said Cusa, which has thus far been guarded on the present initiative, had specifically indicated that it

would attend. Cusa general secretary, Mr Phiroshaw Camay, could not be contacted

While it is unlikely that any concrete decisions will emerge from the meeting — these would have to be taken at a larger meeting — could give a vital indication of the likely fate of the unity initiative

Union sources said they felt "fairly positive" about the prospects of a working alliance — DDC

CANDIDATE MUST enter in the number of each question in the order in which it has been numbered, leave columns (2) and

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copies of paper or other materials into the examination room as so instructed

do not communicate with other persons or any person except the invigilator

the examination book is to be torn out and must be handed to the invigilator before leaving the room

(e.g. graph paper) where sheets additional to the examination book(s) are used

4 Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



# Unions to discuss alliance at PE 'summit'

(134)  
VBA  
E. Post  
20/6/82

By SANDRA SMITH

THE third trade union "summit" meeting of emergent black and non-racial unions will take place in Port Elizabeth early next month in a bid to weld the union movement into a permanent working alliance

Discussions at the General Workers' Union (GWU) national conference in Cape Town last week on the demarcation by unions of their areas of organisation, are expected to provide an important guide for other unions attending the Port Elizabeth meeting

Unions expected to attend include the African Food and Canning Workers' Union, the Food and Canning Workers' Union, the Federation of South African Trade Unions, the Orange-Vaal General Workers' Union, the Black Municipal Workers' Union and the General and Allied Workers' Union

At the second "summit" in Johannesburg in April, the Eastern Cape-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and the General Workers Union' of SA (Gwusa) marched out of the meeting.

They objected to the fact that delegates began discussing a basis for trade union unity before making clear their stand on union registration and industrial councils.

Macwusa and Gwusa spokesmen said at the time they would consider attending the third meeting if individual union's clarified their stance on these issues. Next month's meeting will give a clear sign of whether permanent moves for unity will succeed and tough inter-union bargaining is expected.

A GWU spokesman said the union's conference discussed the question of GWU's structure and current moves towards trade union unity

The related issue of demarcation was also the subject of detailed discussion

The conference was in favour of the moves toward trade union unity on the basis of, firstly, the unity of all democratic unions and the establishment of "mutually acceptable criteria to verify and monitor the attainment of basic democratic practice in each union"

The autonomy of each union should be respected and each union should commit itself to "a rationalisation of its areas of organisation".

The GWU spokesman said the conference noted that demarcation disputes between unions were the single greatest cause of division

The proliferation of general unions also greatly added to the potential for conflict

The conference resolved to amend its constitution to exclude from the ambit of the GWU all workers in the food and canning, textile and motor assembly industries, and in the commercial and distributive trades

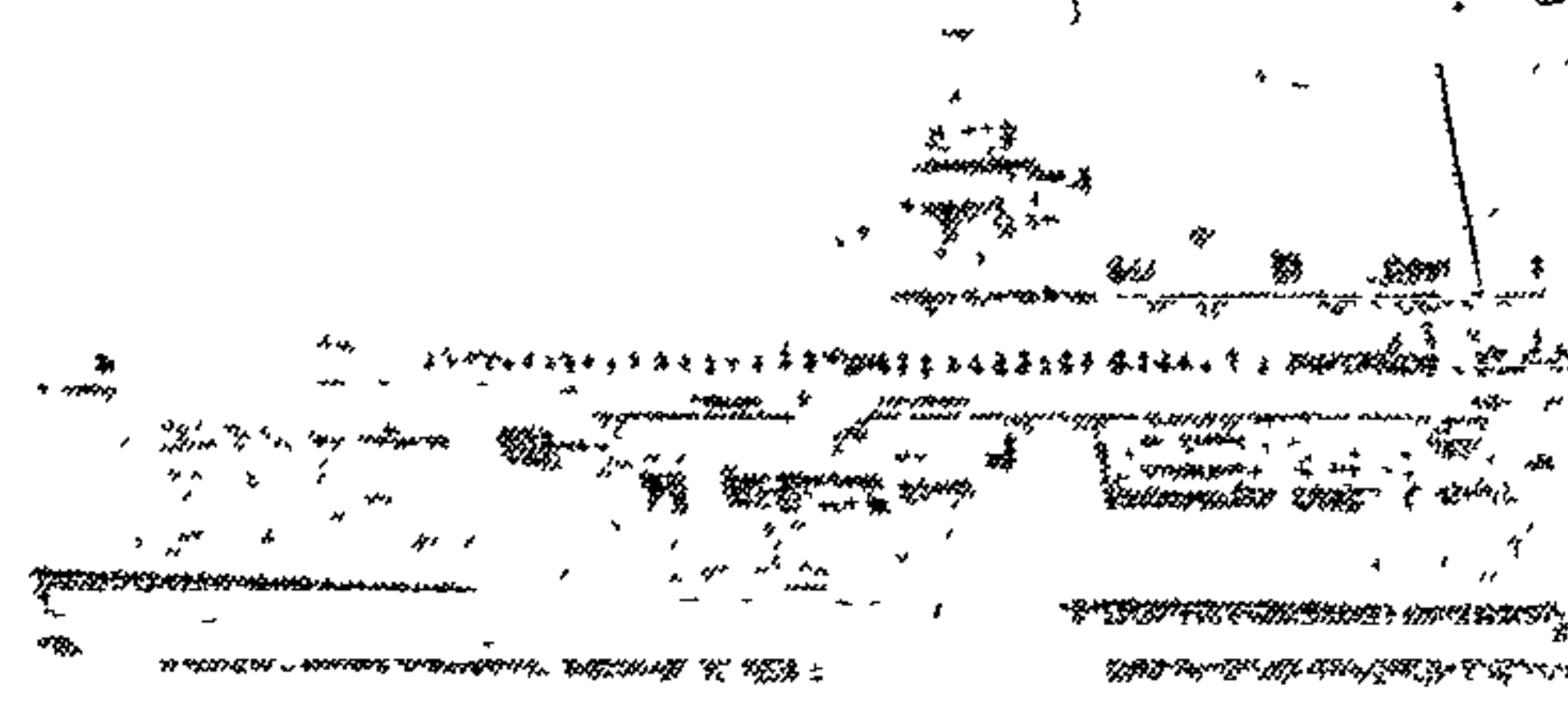
GWU's secretary was instructed to contact the Metal and Allied Workers' Union to discuss demarcation issues and co-operation in the engineering industries

The conference also requested other general unions to follow this example and to give serious consideration to the question of demarcation.

# Anglo call for unions all round

134  
Argus  
30/10/82

# Britain's latest aircr



Argus Correspondent  
JOHANNESBURG —  
Anglo American Cor-  
poration looks forward  
to the time when the  
majority of its wor-  
kers are unionised,  
say the directors in the  
1982 annual report

Among the industrial  
companies, full recogni-  
tion agreements were  
reached with several  
black unions and further  
agreements are under  
negotiation with others.  
In the mining industry,  
the most notable develop-  
ment was the signing of  
an agreement between De  
Beers' Kimberley division  
and the SA Boilermakers'  
Union as a result of  
which blacks obtained col-  
lective bargaining rights  
for the first time in the  
industry's history.

### SUPPORT

Consultative commit-  
tees were operating satis-  
factorily in most group  
companies and in some  
have attracted trade  
union support, indicating  
that the unions them-  
selves accept that such  
channels of communica-  
tion were not in conflict  
with but were rather com-  
plementary to normal  
bargaining structure.

Widespread unrest  
among black workers in  
the country following  
Government proposals for

the preservation of pen-  
sions emphasised the  
need for effective consul-  
tation — as well as com-  
munication — at all  
levels before changes  
were introduced the re-  
port said.

Changes in legislation  
making it possible to  
extend home-ownership to  
all races had been fol-  
lowed up by the com-  
panies that have such  
schemes, to the extent  
that the law and other  
circumstances allow.

The corporation's  
policy was to establish  
throughout its subsidiary  
and associated companies  
rates of pay and other  
conditions of employment  
that were arrived at  
objectively without re-  
gard to race or sex, and  
progress toward this  
objective was kept under  
review.

On the administered  
gold mines in all eight  
job bands the wages paid  
exceeds the industrial  
average and in most cases  
— accounting for the  
bulk of the work force —  
they were the highest in  
the industry.

Concern for the living  
standards of workers on  
the bottom scale has been  
reflected in a progress-  
ively faster movement in  
their basic rates which  
had risen 600 percent  
since the end of 1973  
compared to 460 percent  
at the top.

THOUSANDS of cheering flag-waving Geordies lined the  
aircraft carrier Illustrious sailed majestically from her  
Thank You message from 600 of the carrier's 1000 crew  
claimed in letters a foot high "Well done, Swan Hunter  
to the men who had worked day and night to

If you had  
this to sell?



# ITN

# IN BR B



134 138 132  
22,000  
Staw  
for strike  
2/7/82  
Paulus

**Labour Reporter**

Nearly 22 000 white miners would vote "yes" in the strike ballot being held next week, Council of Mining Union chairman, Mr Arrie Paulus warned today.

Speaking after an executive meeting he said more than 90 percent of the members of the eight white unions would support a "yes" vote.

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent them voting.

Mr Paulus said mine managements had threatened that if there was a strike, all the strikers would be dismissed. Some would be taken back selectively.

Mr Paulus said that if one worker was not taken back in such a situation, the strike would go on.

The Chamber of Mines stated that managements might have drawn workers' attention to the consequences of a strike, but it was wrong to say they were threatened.

ROOM 2/7/82

# Mine men call crisis meeting on pay dispute

134

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Mining Unions is to hold an emergency meeting today to discuss developments in its wage dispute with the Chamber of Mines, CMU secretary Mr Tom Neethling said yesterday

But CMU sources said there had been no sign of a break in the deadlock between the unions and the Chamber of Mines and that plans to hold a strike ballot next Wednesday were continuing

The unions are demanding a 15% increase. The chamber says its latest offer, of 9%, is final

Mr Neethling said the meeting would discuss the chamber's pay rise for black miners, "problems in certain

mining areas" relating to the wage dispute and other issues connected with it

Union sources said yesterday there had been no contact between the CMU and the chamber since negotiations broke down at a conciliation board meeting last week

It is understood that any moves to resume talks in an attempt to avert a strike will occur only after the ballot, which unionists expect to produce an overwhelming pro-strike vote

The CMU is unlikely to call a strike immediately after the ballot. It is more likely to wait in case the chamber wants to resume negotiations

Union sources stressed that today's meeting does not herald new moves towards a settlement.





# Miners told: Strike will hurt SA

By KEVIN DAVIE

THERE can be no winner if South Africa's mines shut down

That is the warning published in a Chamber of Mines newspaper to white miners on Wednesday's strike ballot.

Mining News states "Miners should think extremely carefully before contemplating strike action"

The industry's newspaper says that "a strike now can only further damage the country's ailing economy and do added harm to a mining industry already battered by depressed mineral prices"

Union leaders claim there will be an overwhelming "yes" vote to strike, but sources on both sides say that they are close to a compromise

"There'll be a settlement," one senior source in the mining industry told me

Mining News reports that many miners have already lost their jobs cut-backs of almost half the labour force at Wit Nigel and 3 500 redundancies at West Rand Consolidated

## Danger point

A front page editorial in Mining News — the only official comment from the employers' side apart from a short Press release after talks broke down last week — says union leaders "have engaged in some exceptionally hard and successful bargaining on behalf of their members in the past couple of months"

"But it is equally their duty to act responsibly and recognise the danger point beyond which they can venture only by putting the interests of their own members in peril"

The present dispute — which some observers say is more a test of strength between management and unions — began in March

Originally, the Chamber of Mines offered 3 percent, but later increased this to a 9 percent increase on basic salaries

The Council of Mine Unions initially asked for 16 percent, but later dropped its demand by 1 percent.

There is speculation that a compromise will be reached at 12 or 13 percent.



# 'No basis for federation of trade unions'

*Σ Post 134*  
*5/7/82*

Post Reporter

TRADE UNIONISTS who attended a meeting of black and non-racial unions aimed at achieving an alliance in Port Elizabeth at the weekend were tight-lipped about the outcome of the "summit" today.

A terse statement was released after the meeting, saying only that it had been decided there was no basis "at this stage" for the formation of a federation of the unions.

The Port Elizabeth meeting was the third in a series aimed at uniting unions and union groupings independent of the Trade Union Council of South Africa (Tucsa) and the South African Confederation of Labour.

Attending the meeting were representatives of the Federation of SA Trade Unions (Fosatu), the Media Workers Association of SA, Cusa, the Food and Canning

Workers' Union, and African Food and Canning Workers' Union, the General and Allied Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Orange-Vaal General Workers' Union, the Motor Assembly and Component Workers' Union, the General Workers' Union of SA and the SA Allied Workers' Union.

In Cape Town last year delegates pledged joint action to resist arbitrary moves by Government, rejected the official collective bargaining system, and resolved to continue resisting bannings and detentions.

In Johannesburg in April subjects discussed included Ciskeian independence, the State's "attack on trade unions" and the relationship between trade unions and community organisations.

10-11

10-11

11.30

211 213 151

# Miners go to the ballot box

5/7/82 (134) Star

# Countdown to a crippling strike

By Tony Davies  
Labour Reporter

Almost 22 000 white miners will vote on Wednesday to decide whether the country's gold mines and collieries will stage a legal strike

The Council of Mining Unions, which represents the white miners in eight trade unions, is confident the miners will vote for a strike

This is a significant ballot as mine workers and skilled artisans are united in their opposition to the Chamber of Mines

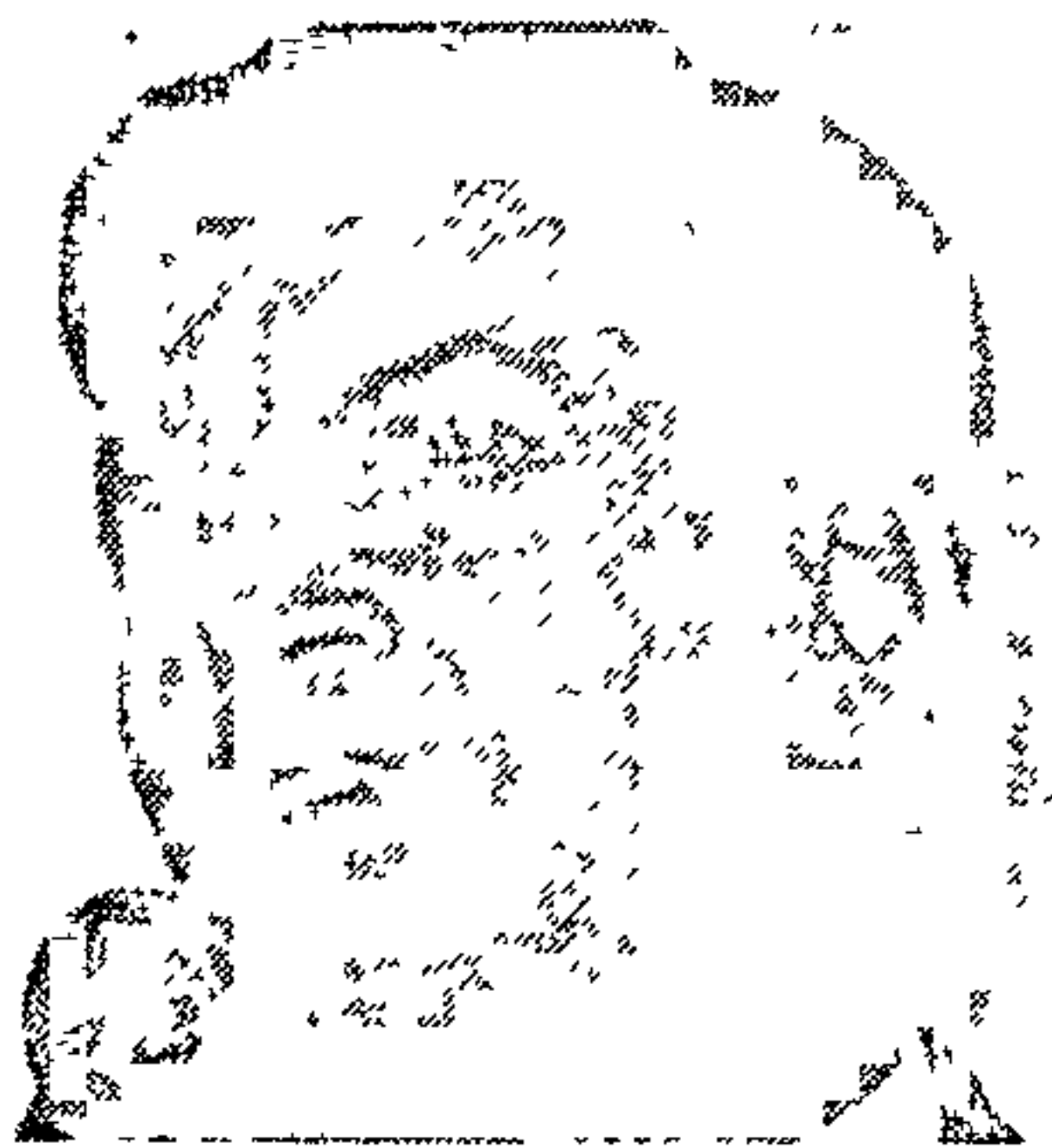
At the core of the dispute is the breakdown in wage talks with the chamber

The employers' umbrella organisation offered nine percent in response to the CMU's 15 percent demand

The council had declared a dispute and two subsequent sittings of a conciliation board failed to resolve their differences

In the event of a "yes" the miners will be legally entitled to strike.

The rundown to Wednesday's vote has been characterised by bitterness, with unions accusing mine ma-



Mr "Arrie" Paulus . . . predicts miners will vote for a strike

agements of intimidating workers and threatening them if they vote for a strike

CMU officials claim their members are being denied the right to vote at all

The council's chairman, Mr Arrie Paulus, last week predicted that more than 90 percent of the 22 000 miners would vote in favour of a strike

A "yes" vote does not necessarily mean there will be a strike but will prove the miners' support for the CMU's wage demands

White miners fear if there is a strike many mines will be able to hold out for weeks or

even months with black labour and members of the white officials' associations, which accepted the nine percent wage offer

They also fear mining houses will take advantage of a strike to dismiss them and replace them with black labour

The dispute comes at a time when the Chamber of Mines and the CMU are still discussing the implementation of the Wiehahn labour reforms for the introduction of black miners to previously restricted jobs on the mines

Because of the contract conditions between white miners belonging to the CMU

and the chamber, even a legal strike will result in the termination of their employment

Miners also stand to lose their mine homes and other benefits

The chamber insists mine managements are trying to warn white miners they stand to lose everything if they go out on strike

The CMU has warned that if striking workers are fired they will all have to be reengaged not just a selected few, or they will continue strike action

In the July issue of the chamber's "Mining News," a front page editorial warns "Don't kill the goose"

The editorial states that a strike will further damage South Africa's ailing economy and harm the mining industry

Retrenchments are becoming more frequent in the mining industry and Government statistics have shown white miners are the highest paid group in the economy, the editorial says

Are the miners' wage claims justified?

Unionists say they are asking only to meet cost-of-living requirements and that even civil servants were given 15 percent increases



(134) ROM 6/7/82

# Unions poised for major realignment

By STEVEN FRIEDMAN  
Labour Correspondent

A MAJOR realignment of emerging, mainly black, trade unions may be on the cards after the breakdown of union unity moves over the weekend.

It could see three of the biggest emerging union groupings — the Federation of SA Trade Unions (Fosatu), the General Workers Union (GWU) and the Food and Canning Workers Union — continuing unity efforts, union sources said yesterday.

This could weld the three groups into one of the most powerful, mainly black, union alliances in decades.

At the same time, a group of newer, unregistered unions have been exploring a federation in opposition to this group, unionists added.

Efforts to launch a more permanent union alliance collapsed at the weekend when a unity meeting in Port Elizabeth ended in failure.

According to sources two camps emerged at the meeting.

A group led by the Port Elizabeth-based Motor Assembly and Components Workers Union (Macwusa) and its sister union, Gwusa, attacked unions who opted for government registration or membership of industrial councils.

They refused to enter any alliance which

included unions who took part in "dummy bodies"

Among the unions who supported this view were the SA Allied Workers Union, Black Municipality Workers Union and the Orange Vaal General Workers Union.

It is understood there have been moves among these unions, as well as the General and Allied Workers Union, to form an alliance of unregistered unions.

Fosatu, the GWU and Food and Canning are, however, said to believe that these unions have little worker support and adopt attitudes at meetings which are not the result of a mandate from their members.

The three represent by far the majority of emerging union members.

Union sources stress, however, that there are no firm plans for them to continue talks and that there are still key differences in their approach to unity.

But a Fosatu source said yesterday he expected his group to "definitely seek further talks with GWU and Food and Canning, as well as any other like-minded unions".

He pointed to a resolution adopted by Fosatu recently which mandated its leadership to seek links with like-minded unions.

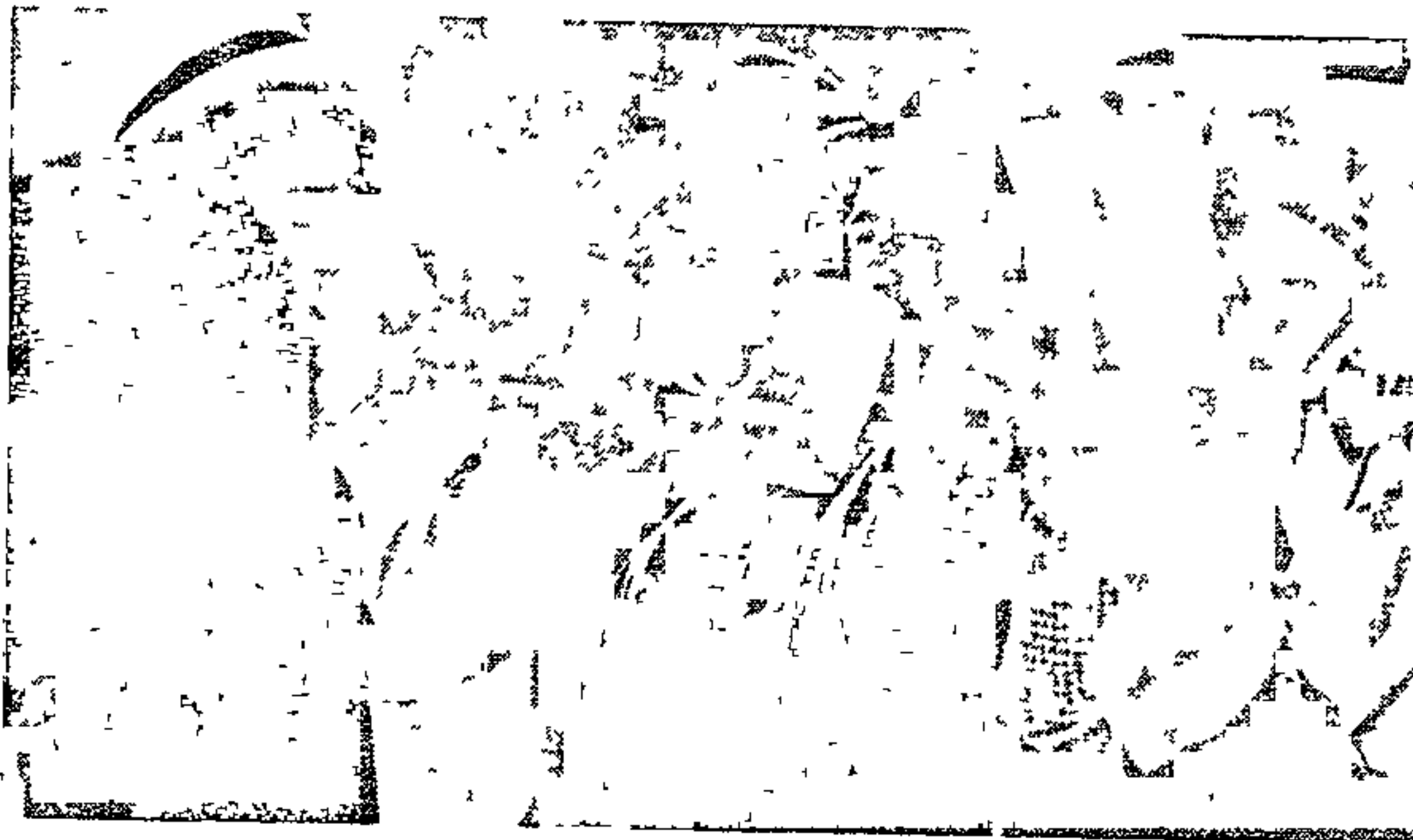
The chief question mark at present hangs over the Council of Unions of SA, which was not clearly aligned with either group at the meeting.





# Union rage spills over beer advert

S. Express 11/7/82



● Charles Glass won the Beer-of-the-Year award at the 1907 Rand Easter Show But the reconstruction of the event, above, had a flat reception

ONE of the most expensive TV ads shot in South Africa — for Castle beer — has stirred up a froth in the film industry because two top British film-makers obtained work permits without the knowledge of a local technicians' union.

The advertisement — to be screened later this year — cost thousands of rands and portrays a reconstruction of the 1907 Rand Easter Show at which brewmaster Charles Glass won the Beer-of-the-Year award

Now the South African Film and Television Technicians' Association is demanding an inquiry into how Billy Williams (who won an Oscar for lighting the movie 'On Golden Pond') and Graham Baker (who directed 'Omen Part II') obtained work permits to shoot the ad in Johannesburg this month

The film men's credentials held no water when Saffta found out — three weeks too late — that they had been working in South Africa

The secretary of Saffta, Meryll Grace, said her organisation was not told that Williams and Baker would be working in South Africa

By CHRISTINA PRETORIUS

"Our agreement with the Department of Internal Affairs is that we should be consulted before work permits are issued to visiting film technicians," she said "In this case we weren't even approached"

The film produced by advertising agency VZ was one of the most complex yet filmed in South Africa It included a reconstruction of the first Rand Show in 1907

Although the advertisement took only four days to film, the research, building and sewing of dozens of costumes took almost two months

Teams of builders worked day and night for almost two months to recreate the quaint stalls and old-fashioned fun of the 1907 show, for the commercial

Mr Philip Goodstein, of VZ, said "Because of this we needed someone on set who would light the beer to perfection — we had to be sure there would be no mistakes

"Billy Williams is, quite simply, the best there is

"And Graham Baker has masses of experience in filming beer commercials

For that reason he was the best director we could have had," said Mr Goodstein

The legend of brewmaster Charles Glass has been used by VZ throughout its advertising campaign for the beer

"During our work we discovered that Charles Glass won the competition for the best beer at the first Rand Show in 1907

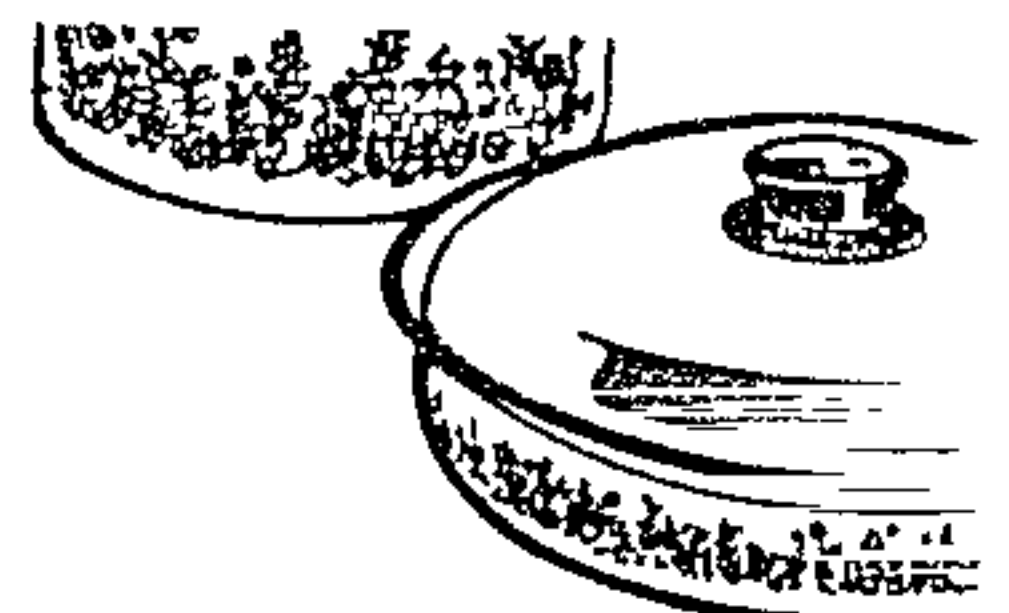
"We then found out the building specifications for the show and rebuilt it from scratch for this particular advert" said Mr Goodstein

Meryll Grace said she intended starting an inquiry into the employment of the two men immediately

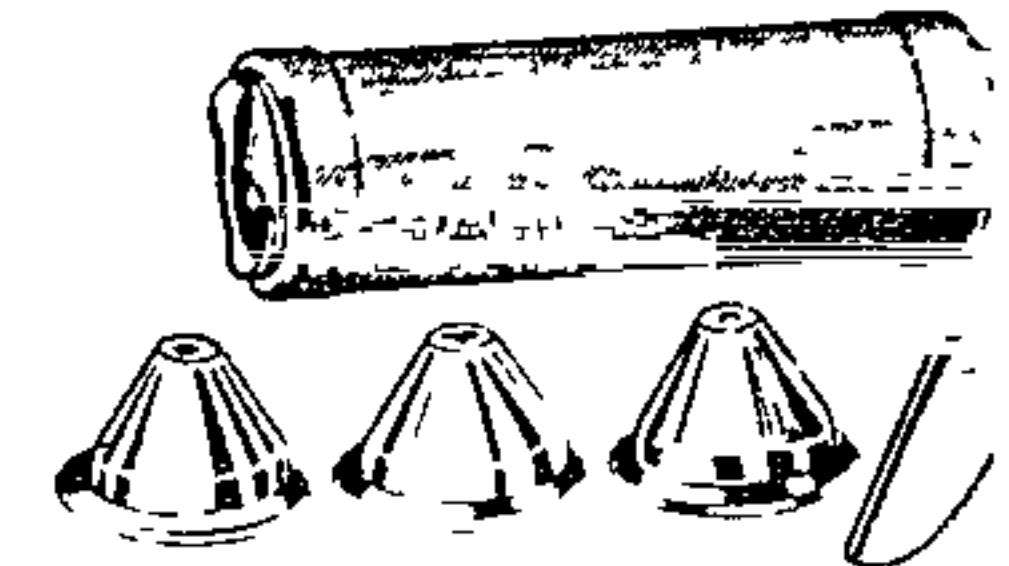
"It is very difficult for us to monitor this situation," she said "English technicians, who don't need visas are entering South Africa willy-nilly on visitors' permits and are then settling down to work here

"These two technicians did not do that, but the fact remains that the Department of Internal Affairs is so late in telling us of their arrival that we can do nothing about it

"By the time we hear of their visit the technicians have already come and gone"



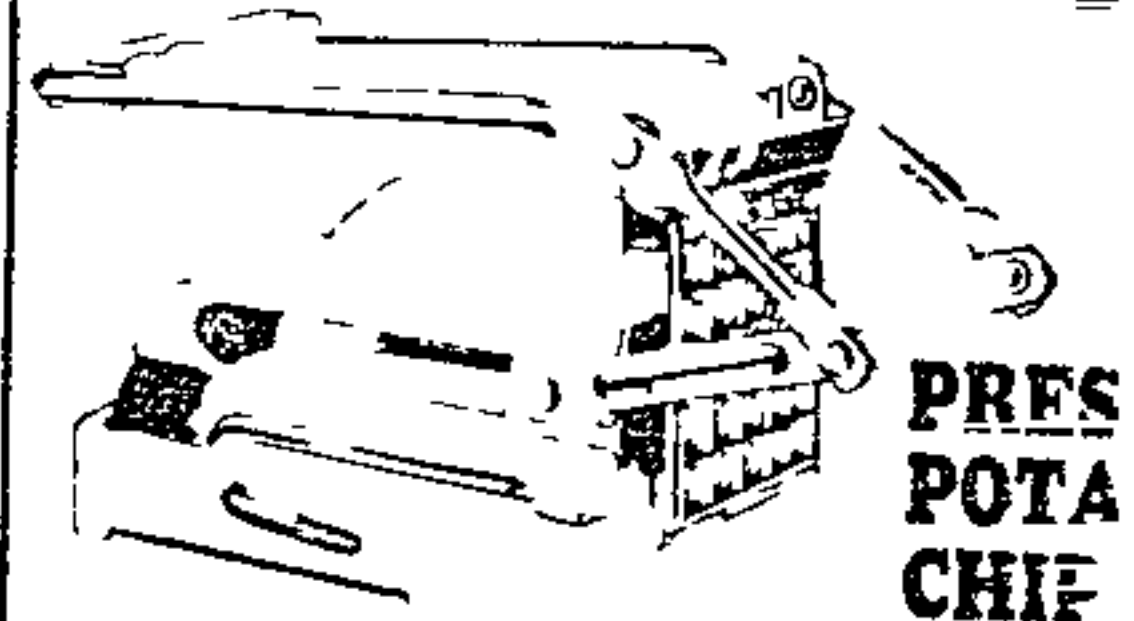
COMPRISING ● 16 cm casserole with lid ● 23 cm frying pans with lid



## BISCUIT GUNS

- A biscuit with every squeeze of the trigger
- Ideal for biscuits and icing

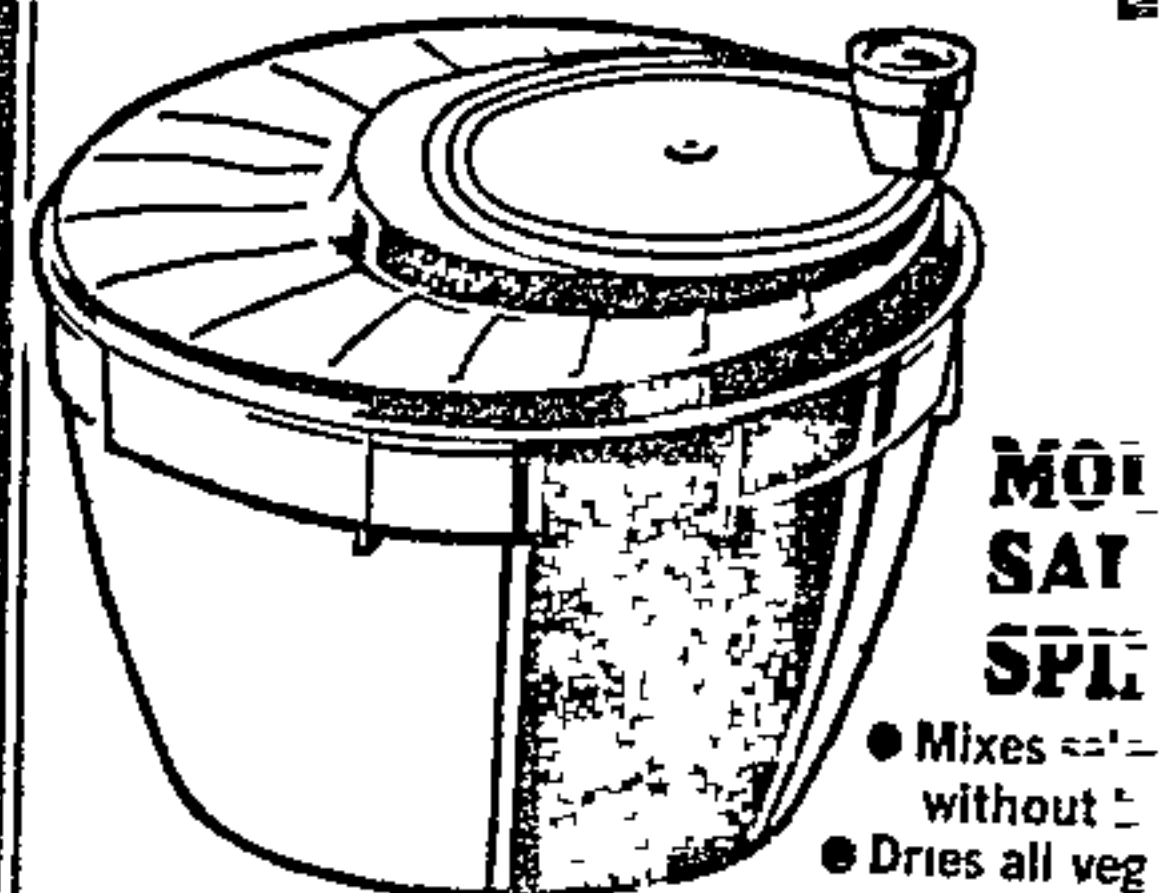
DION'S LOW PRICE



## PRES POTAT CHIE

- Slices potatoes into smooth even chips
- Hand-operated
- Saves hours of drudgery

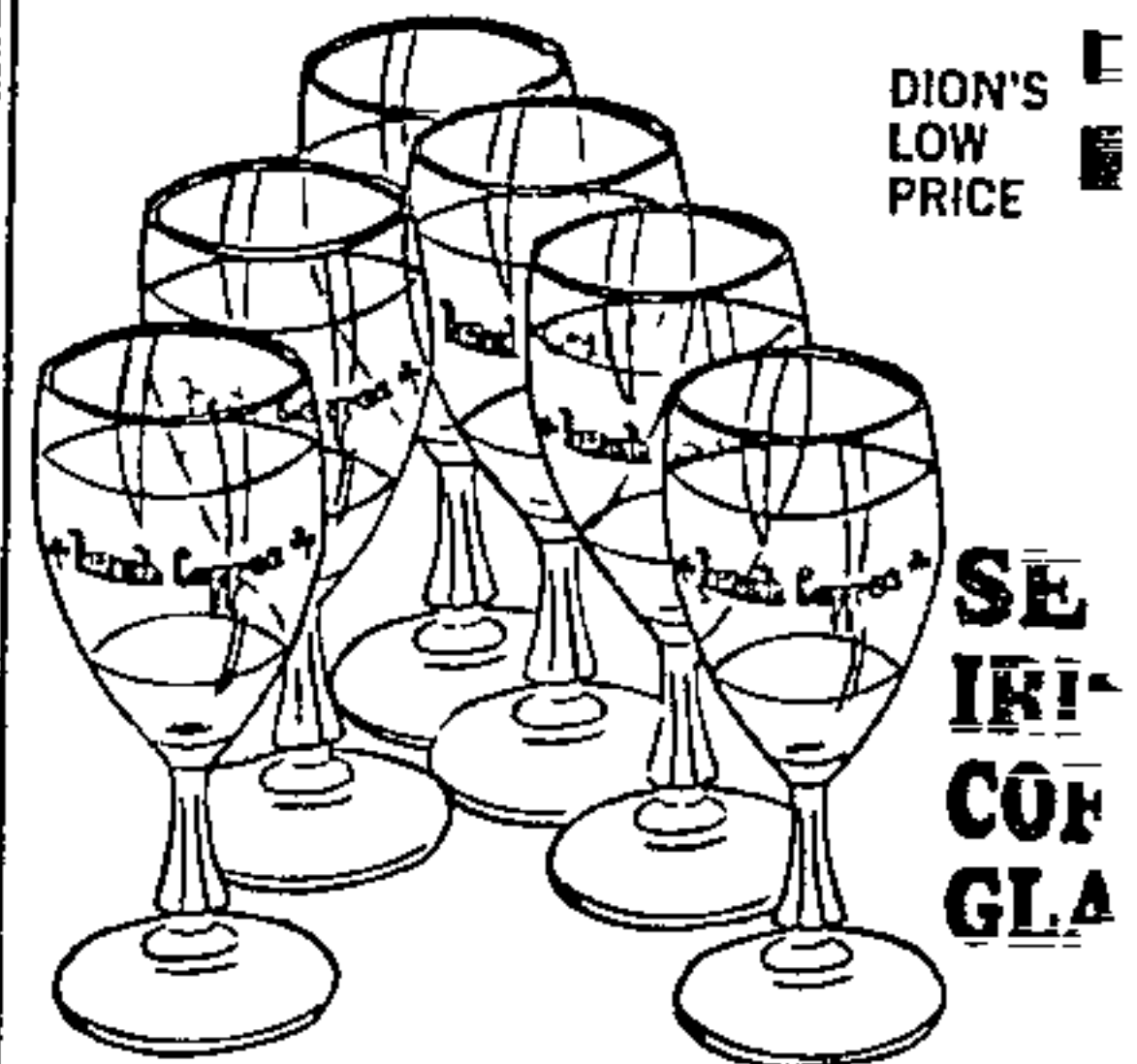
DION'S LOW PRICE



## MIX SAT SPL

- Mixes without
- Dries all veg

DION'S LOW PRICE



## SE IRI COP GLA

- With handy "tot" line and "cream" line markings

DION'S LOW PRICE

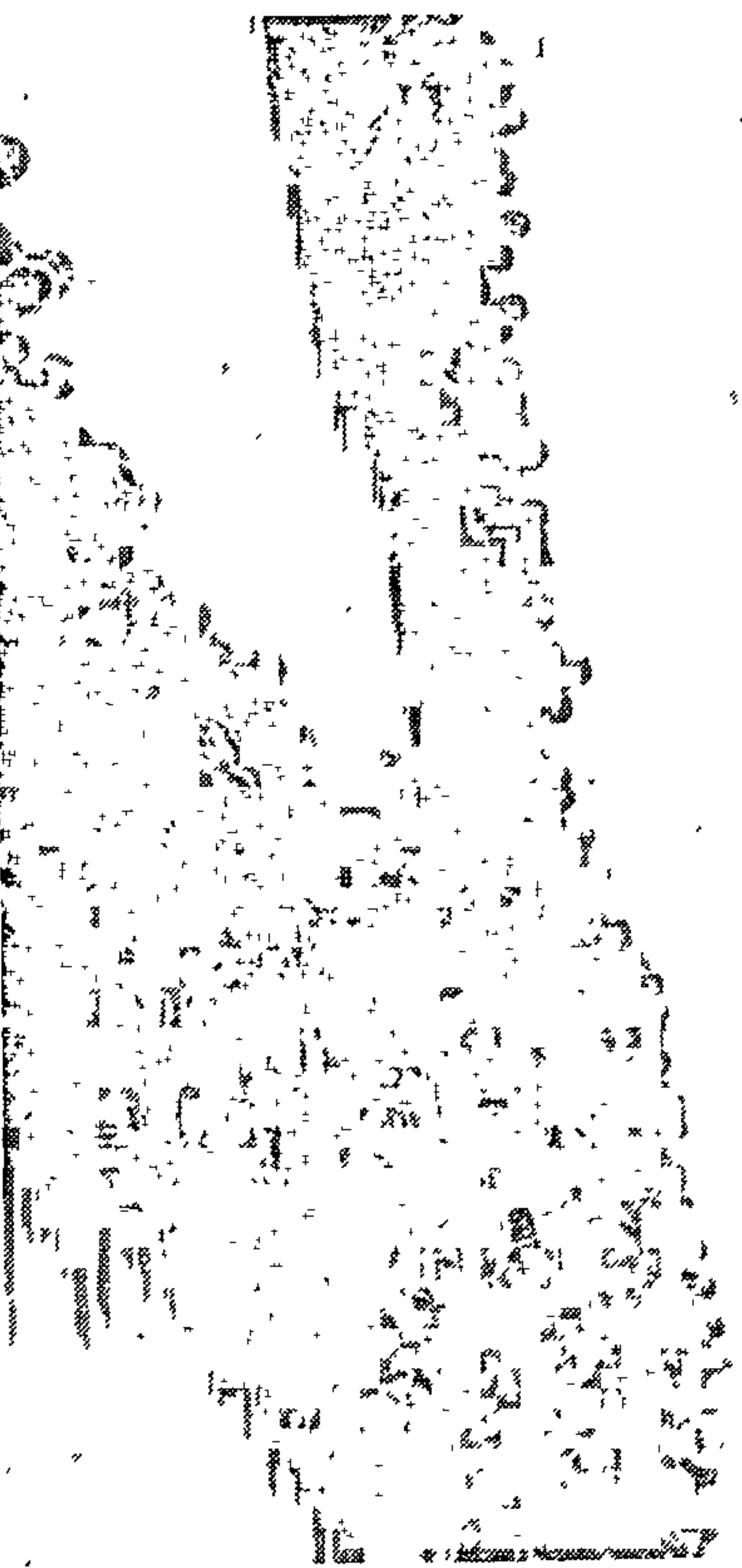
# DION

Prices Excl GST



# TROUBLE AHEAD WARN UNION LEADERS

Miners wait anxiously after the recent disturbances at Kloof Gold Mine to hear if they are to be dismissed or re-employed.  
Picture courtesy of The Citizen



*Industrial week*

13/7/82  
By Lynn Carlisle

IN THE WAKE of this month's labour unrest deep concern has been expressed by leading unionists who anticipate that employers will offer "unrealistic" pay increases, sparking off even worse trouble.

While assuring Industrial Week of their desire for co-operation to keep businesses successful — particularly as the first signs of recessionary layoffs occur — unionists representing about 80% of all union members warn that pay rise uncertainties could lead to shut-downs this year.

sensitive employer practices", the unionists deny they want their bread buttered on both sides, at a time when the recessionary bite will eat away company profits.

"However it is vital that industrialists continue their training programmes throughout the recession so that there is not another skilled worker shortage when the upturn begins," says Dr Scheepers.

Industrialists should

A more genuine effort by all to fight inflation is needed — belt tightening is always left to the worker and consumer — now



Miners wait anxiously after the recent disturbances at 1,000,000 in the 0 year  
Picture courtesy of The Citizen

# LEADERS

*Value trial week*  
13/7/82  
By Lynn Carlisle  
135  
134  
152

IN THE WAKE of this month's labour unrest deep concern has been expressed by leading unionists who anticipate that employers will offer "unrealistic" pay increases, sparking off even worse trouble.

While assuring Industrial Week of their desire for co-operation to keep businesses successful — particularly as the first signs of recessionary layoffs occur — unionists representing about 80% of all union members warn that pay rise uncertainties could lead to shut-downs this year

Industrialists should note that the recent dispute between the Council of Mining Unions and Chamber of Mines was resolved only after the Chamber had increased its pay offers several times due to union pressure

"With high inflation continuing to rise, workers are really going to fight for decent wages

### Beware

"Employers should be aware of offering low increases as these will cause haggling, disputes and strikes which will lead to lower productivity throughout the long economic downturn," says Dr Anna Scheepers, president of the 404 000-strong Tuccsa.

Backed by leaders of several other "mixed" and all-White umbrella unions over expected "in

sensitive employer practices", the unionists deny they want their bread buttered on both sides at a time when the recessionary bite will eat away company profits

"If employer organisations are honest, put all their cards on the table and say 'we can only afford this much we will co-operate

### Begging

"But they should not pick the ticks off our backs, otherwise they will waste everyone's time," says a senior spokesman from the 120 000 strong all-White SA Confederation of Labour

After visiting the Richards Bay area last week he observed that long queues of Zulus were "literally begging" for employment

Dr Scheepers adds that in the Transvaal queues of out of work machinists from the clothing industry are beginning to appear

Something which never occurred during the long recession in the 1970s

"The unemployment situation across the board will probably turn ugly before next year

"However it is vital that industrialists continue their training programmes throughout the recession so that there is not another skilled worker shortage when the upturn begins," says Dr Scheepers

A more genuine effort by all to fight inflation is needed — belt tightening is always left to the worker and consumer — now that unemployment is expected to increase she says

"If food prices continue to go up and people get hungry we will see far more strikes, riots and looting," warns Dr Scheepers

### Unreasonable

Another influential unionist has appealed to employers not to make "unreasonable" pay offers in spite of the downward swing, and to come forward early with clear proposals

"We cannot lower our standards. If we get pushed around we will hit back hard

"The unions have woken up and their members are right behind them, this is not a dream world situation," he says

Cape Times 17/7/82  
134 139 138 140 145

# Recession tests black unions

By PHILLIP VAN NIEKERK Labour Correspondent

THE new, mainly black trade unions face a major trial of strength as an ailing economy leads to reduced wage packets, retrenchments, increased unemployment and privation for thousands of black South Africans

Strike action by thousands of motor workers in the East Cape this week and Reef gold miners last week are a vivid reminder of where the recession is being felt. Employers are finding it increasingly difficult to pass the buck of falling sales and profits on to their staff.

For the black unions, which grew rapidly in the more prosperous days before a sinking gold price and the effects of a world-wide recession knocked the economy, the fall in the demand for labour has made their task more difficult. They are being hard pressed to defend their gains and to protect their members' wages and jobs.

Reports of redundancies and staff cutbacks are becoming more and more common

in the Western Cape. Apart from a few large-scale retrenchments such as at Reckitt and Colman several engineering companies have cut back on staff and textile manufacturers, too, report a general drop in orders with some companies reverting to short time or staff reductions. Mr Jack Roos, director of the Cape Chamber of Industries, says the talking is over — the wolf is already at the door.

The question is, at whose door?

University of Cape Town economist Mr Brian Kahn says "When sales fall, companies try to retain profits by reducing costs, one of which is the wage bill. This can be done either by cutting down on the amount of employees or reducing the wage rate."

And Miss Di Cooper, assistant branch secretary of the General Workers' Union (GWU), says "It is not the workers' fault that work is short, so why

should they be made to feel the brunt? In lean times employers should not protect their profits by throwing people on to the street."

Workers who do not belong to unions depend largely on their employers for security of jobs during a recession. But this time around many more black workers belong to unions than during the last downturn and this poses a huge challenge both to the new unions as well as to employers, faced for the first time with an organized workforce.

For this reason, the sight of virtually the entire Port Elizabeth-Uitenhage motor industry at a standstill yesterday over workers' wage demands is likely to be repeated in other industries. Earlier in the year, East Rand metal workers downed tools in plant after plant, reflecting a new worker militancy towards what management has to offer

them.

The National Automobile and Allied Workers' Union (NAAWU) which represents the majority of workers in the Eastern Cape, has also had to deal with large-scale retrenchments at several plants such as Car Distributors Assembly (CDA) in East London and Volkswagen in Uitenhage.

At Volkswagen failure to reach agreement over the redundancies led to a spate of strikes and unrest at the plant for several weeks. Mr Les Kettledas, East Cape secretary of NAAWU, says that when the possibility of retrenchment arises, employers and employees should get together and look at the alternatives.

The GWU, like most of the new unions, negotiates retrenchment procedures as a matter of policy when it is recognized by a company. Alternatives which are looked at include



voluntary unpaid leave for a limited period, short time, the cutting of overtime and the transfer of workers to other departments.

"We ask the company to give us notice when a retrenchment is planned," says Miss Cooper. "The blow should be softened by adequate severance pay because the state offers such poor unemployment benefits. We also ask employers to help find workers jobs elsewhere and to give them first option if their jobs become available again." The GWU believes "last in, first out" — where workers who have been with the firm the longest are the last to be retrenched — is usually the most acceptable criterion.

But in one significant deviation from this principle, GWU members at the engineering firm Trident Marine decided that only workers with Section 10 rights (permanent residence) — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision involved considerable sacrifice for those Section 10 workers who would not otherwise have lost their jobs and showed a remarkable degree of solidarity with their fellow workers for whom unemployment would have meant a return to an impoverished homeland with little prospect of getting another job. It has also been interpreted as a warning to the state that attempts to divide blacks into more privileged and less privileged categories are unacceptable to the people affected.

## Loss of income

One result of homelands "independence" is that there is no unemployment insurance for Transkei contract workers, who make up the bulk of Cape Town's migrant workforce. Being fired, which can happen at one shift's notice, means an immediate loss of all income unless there is severance pay provided by the company. Furthermore, the unemployment insurance benefits of Ciskei contract workers expire in 1984, also as a consequence of last year's "independence".

A stark feature of the recession in South Africa is the absence of dole queues. Jobless workers are merely shipped out of view to the homelands, to place a further burden on the already overpopulated and starving rural ghettos. And it is here that the real crunch of the recession is being felt.



# Fosatu wants joint unions

(1/10/82) (134) Sowetan 20/7/82  
By JOSHUA RABOROKO

**THE** more than 100 000-strong Federation of South African Trade Union Council (Fosatu) believes in "disciplined unity" and in an organisation in which member unions can see how decisions are taken and mandates given.

In a major policy speech the union says that it does not believe that any federation should dictate to member unions

"We also believe there should be room for disagreement between unions in any such federation. However, for a federation to work it must be based on clear principles which every member union should accept

"If they do not accept these they should not be in the federation" the union says

Fosatu believed that these principles should include democratic decision-making and worker control over unions, non-racialism, involvement in community and political affairs, and industrial unionism

Also, where these principles were entrenched in federation decisions, they should be binding on all affiliates

A spokesman for the union said "We also believe that federation should have clear structures so that decision-making can be democratic and disciplined

"Decisions must be taken by representatives who have the mandate and constitutional authority to do so

Fosatu's stance on unity follows a policy resolution adopted at its second national congress held recently

Congress reaffirmed Fosatu's commitment to building a united working class movement and to unite with other non-racial trade unions

It also spelled out a detailed programme for working towards unity — and said it was willing to dissolve Fosatu if this would help to achieve unity

However, congress made it clear that Fosatu would not accept any form of unity. A united movement would have to be disciplined, non-racial and democratic

The programme for working towards unity is as follows

- Fosatu will seek out worker organisations which broadly agree with its policies.
- It will move closer to them by discussing Fosatu's policies and positions with them.
- Fosatu will then begin to discuss with them how disciplined unity should be achieved.
- It will draft a constitution for a new body together with these organisations, and
- It will plan to merge existing unions with others and form joint organisations

# Realignment of emerging trade unions is possible

134  
Mercury  
21/7/82

## Mercury Reporter

A MAJOR realignment of the emerging trade unions could be on the cards following Fosatu's condemnation of 'disruptive tactics of certain unions' which has led to the breakdown of unity discussions

The Federation of South African Trade Unions added that it remained 'committed to the principle of unity' and that it was its 'firm intention to initiate further discussions with those unions whose actions have shown serious commitment to unification'

Fosatu's statement follows the breakdown of unity moves earlier this month after a meeting of representatives of emerging union groupings in Port Elizabeth

It has opened the way for three of the biggest union groupings — Fosatu, the General Workers'

Union and the Food and Canning Workers' Union — to continue unity efforts

At the weekend's central committee meeting Fosatu also condemned the unions' action as 'a significant divisive move which set back the cause of worker unity in South Africa several years'

At the Port Elizabeth meeting a group led by the Port Elizabeth-based Motor Assembly and Components' Workers' Union attacked 'white-led unions' for opting for registration or membership of industrial councils, according to sources

It is understood there have been moves among these unions, which include the Allied Workers' Union, Black Municipal Workers' Union and the General and Allied Workers' Union, to form an alliance



*D. Dispatch 28/7/82*  
**Unions can meet  
in City Hall** *(2/8) (134)*

**I** EAST LONDON — The city council has declared it has "no objections" to trade unions holding meetings in the City Hall.

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Details of the council resolution and background debate on the subject was on "pink paper" and the resolution was passed "in committee".

This means that details of the debate and background information

presented to the council are confidential and not for public release.

However, the acting Town Clerk, Mr Les Kümm, confirmed yesterday that the council had resolved that it would not object to trade unions meeting in the city hall subject to the unions obtaining the necessary permit from the Department of Community Development. —  
DDR

# Wiehahn predicts emphasis on job security

MGUS 29/7/82

134

WITH the downturn in the economy job security could assume prime importance in collective bargaining between employers and trade unions, Professor Nic Wiehahn, of the School of Business Leadership at the University of South Africa, said in Cape Town last night.

Retrenchments could become issues of negotiation, as could the causes of strikes and other forms of labour unrest, he added.

"This could also, however have a mitigating effect on labour unrest since trade unions fear that some employers could use a strike as an opportunity to rationalise their work forces, to mechanise, to computerise or automate their operations thus reducing their work forces," said Professor Wiehahn.

He was speaking on "Future Perspectives for Industrial Relations in South Africa" at the annual meeting of the National Occupational Safety Association (NOSA).

## Advance

Professor Wiehahn said that in the immediate future blacks could be expected to advance more rapidly into higher jobs, particularly in multinational companies.

However, if this advancement took place without the approval and support of non blacks it could lead to polarisation between industries.

"Whites, the coloured and Asians, who would be unhappy to work under a black manager or foreman, could choose to leave and work for another company where the advancement of blacks was perhaps more conservative."

Another possible development was that the number of trade unions that would affiliate with international trade union movements would increase.

In other words industrial relations would receive more attention from international labour bodies.

## Pressure

He said "For example strikes in South Africa nowadays are reported in overseas media almost the same day they occur here putting the local management of the multinational company under pressure from two sources."

There was already strong evidence that many of our trade unions, particularly black ones, are becoming politi-



Professor Nic Wiehahn

cised in an anti-free enterprise philosophy."

He described this as a micro form of political ideology which could be summarised as "socialism versus capitalism," and it placed a new importance on industrial relations at the micro level.

"All these developments will further accentuate the importance of industrial relations in South Africa — its development training the management of it and the need to keep up with developments in this field," he said.

Earlier, Professor Wiehahn warned of the consequences had South Africa not introduced changes in 1979.

## Alienation

"Had we not changed our policies, scrapped many laws and rationalised others, had we not abolished discrimination on the basis of colour race and sex the labour unrest would have been much worse, and would probably have caused much more harm, than in fact it has done," he said.

"We would have alienated moderate blacks who willingly, and in great numbers, would have joined intimidators and agitators, and we would have exposed multinational companies in South Africa to anti-discrimination and desegregation legislation against them in their parent countries."

"We would have torpedoed the industrial council system completely for the black workers and we would have continued to prostitute our consciences on moral and ethical grounds by allowing blacks to work for us and with us, yet excluding them from the basic principles and mechanisms of industrial democracy."



# Labour reforms 'defused' revolt

Cape Times 29/7/82

133 134 136

Staff Reporter

MR Fanie Botha's labour reforms had helped defuse revolution in South Africa, Professor Nic Wiehahn told the annual meeting of the National Occupational Safety Association (Nosa) in the City last night.

Professor Wiehahn, a director of companies, academic and chairman of the Wiehahn Commission on Labour Legislation, said industrial reforms introduced after 1979 — for which Mr Botha, the Minister of Manpower, should take most of the credit — were "fundamental and drastic".

They did not appeal to "those who believe change in South Africa must be revolutionary and not evolutionary".

Professor Wiehahn said a number of people, including journalists and other writers, would do everything to create the impression that labour reforms were cosmetic and a sham. "To these people, reforms are counter-productive to revolution — the means by which they want to change our society".

Pessimists viewed the labour unrest of the years since 1979 as alarming, even calling it the "Wiehahn disease" but

labour unrest had been on the increase since the mid-seventies.

"Had we not introduced the changes in 1979, had we not abolished discrimination on the basis of colour, race and sex, the labour unrest would have been much worse."

## Alienated

"We would have alienated moderate blacks, left many employers completely destitute of any officially recognized system to regulate their relations with black workers and exposed multinational companies in South Africa to anti-discrimination legislation against them in their home countries."

"We would have continued to prostitute our consciences on moral and ethical grounds by allowing the blacks to work for and with us and yet exclude them from the basic mechanisms of industrial democracy."

At the annual Nosa (Western Cape) meeting last night, Professor Wiehahn presented safety awards to Rembrandt (Paarl), Reckitt and Colman (Ndabeni), AECI (Somerset West) and Somchem (Faure). In the safety effort and experience competition, S A Nylon Spinners-Yarn Works (Bellville) won the Blumberg Shield for firms employing more than 500 workers and Brooke Bond Oxo (Retreat) won the Blumberg Shield for less than 500 workers.

D. Dispatch  
16/8/81  
134

# Sebe: unions not always for workers

ZWELITSHA — The Commander General of State Security in Ciskei, Major-General Charles Sebe, has accused "some trade unions" of not safeguarding the interests of the workers they represent

"Any workforce that organises a downing of tools likely to close down an industry ceases to represent the true interests of the workers," he said at a reception here after a three-week trip to Israel

General Sebe also appealed to "all news media, more especially the press" to be objective in their reporting of trade unions and not take sides

"It is a matter of the gravest atrocity that some news media cannot clearly see the damage they may cause to their own people and their own community by means of a direct onslaught in the hands of the murderous, communistic terrorism

"For example, they see the trade unions as clean, innocent organisations which represent the interests of workers

"I openly object and declare that this is not always the case with all trade unions. Some trade unions throughout the world have got to a stage where they are so infiltrated they have ceased to safeguard the true interests of the workers they claim to

represent"

General Sebe accused these unions of "representing the revolutionary council of the Communist Party" and furthering the aims and objects of "Karl Marx theory"

General Sebe took the West to task for being "so undecidedly uncommitted" to containing communism

"They are all serving the interests of the Kremlin by sheltering and giving economic aid and moral support to agents of communism, to the socio-economic and political disadvantage of democratic countries like Ciskei and the present South African Government," he said

Referring to his Israeli visit at a time when that country was involved in a war with the Palestine Liberation Organisation, General Sebe said Israeli Prime Minister, Mr Menachem Begin was able to tell the United States "that Israelis kneel only to God, and to no other country or man"

"The Israelis talk Israel. My advice to you is that you should talk Ciskei. Give us Ciskeians ten years

"Then we shall be able to repeat the same words Mr Begin uttered only a few days ago on an issue of fighting (an) Arabic communistic-orientated war situation"

Ciskei was faced with adversaries "from all



GENERAL SEBE

angles and in various forms", General Sebe said

"Members of the armed forces often operate under duress in constrained situations these days. Our adversaries apply their strategies in different dimensions

"It is not wise to divulge details to the press and other media at this stage. Nevertheless, ours is to seek and unearth solutions to neutralise the effectiveness of the enemy," he said —  
DDR



~~(20)~~ (34) ~~(173)~~ ROM 17/8/82

# Disgruntled artisans quit union

Mail Correspondent

CAPE TOWN — The Public Servants' Association (PSA) is facing a walk-out by disgruntled artisans and technicians, who accuse it of "years of fruitless bargaining"

They say that despite a grave shortage of skilled people in the public service — estimated at between 30 to 40% — their salaries have remained extremely low and uncompetitive

The final straw for many PSA members in the Western Cape is a hike in their monthly subscriptions from R1,50 to R2,50 "We can no longer afford to belong to a representative body which accomplishes nothing," ex-members said yesterday

They allege that the all-white PSA is controlled by the Broederbond and therefore does not want to confront the Government with higher salary demands for its members

The chief manager of the PSA, Mr R H Landman, said yesterday that the Government had agreed in principle that the public service should be in a position to compete

with the private sector. However, funds were not available to overcome the huge backlog

"Not all groups can be granted the new structures simultaneously, but artisans will most probably receive their increases in the course of the year," he said

Sources inside the association conceded, however, that artisans and inspectors of works had received a raw deal and there was dissatisfaction among "lower structure" employees though the vast majority remained loyal to the PSA

"There has been a spate of resignations in the Cape but we believe this has been organised by certain people for their own ends," a PSA official said "Besides those resigning are only a small proportion of our total 40 000 membership"

Mr H P Loots, former Western Cape vice-chairman of the PSA, who has resigned his PSA membership, said many trained artisans and inspectors of works had left the public service to work for more than double their salaries outside

D. Dispatch (134)  
20/8/82 (172) (335)  
**Pay demands  
minister warns**

PORT ELIZABETH — Unrealistic pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, said here

Addressing about 350 people at a National Party meeting in the Uitenhage town hall, he said "Those who are at present employed should look after their jobs — particularly in this period of an economic decline"

Dr De Villiers cautioned unions and employers to observe the disastrous effects of economic decline on some African states

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said

"We must understand that after the good years the hard times are coming" — SAPA



FM 20/8/82  
BANK UNIONS  
54 134  
**Merger problems**

The difficulties faced by established white trade unions trying to merge with coloured, Asian and black sister unions have again been illustrated by an inconclusive poll held among members of the SA Society of Bank Officials (Sasbo)

Sasbo, which has about 22 000 white members, has been trying for more than a year to merge with the National Union of Bank Employees of SA (Nubesa), which has

about 2 500 coloured and Asian members, and the SA Bank Employees' Union (Sabeu), which represents about 1 500 blacks

At first glance, it would seem that this should be a fairly easy process. The three unions have discussed the whole question of unity in great detail at branch and national level. The desire for a single union has been enthusiastically endorsed by the Nubesa and Sabeu executives. At last year's branch conference all Sasbo delegations voted unanimously in favour of amalgamation

However, in terms of Sasbo's constitution, more than 50% of its membership must vote in a ballot if a decision is needed on a matter of vital importance to the union. Amalgamation is clearly such an issue and a ballot was held last year. Because only about 7 000 members voted, the outcome was inconclusive.

Sasbo leaders were, however, encouraged by the fact that the vast majority of members who took part in the poll voted in favour of amalgamation. Citing apathy as a

major reason for the low poll, they announced that yet another ballot would be held and launched a concerted campaign to get more than a 50% participation.

Although this second ballot has attracted greater interest (10 077 votes) it is still a few percent short of the 50% mark.

Sasbo general secretary Andre Malherbe says it is not easy to get a large number of people to respond to a single issue. He says although the number of votes received in the latest ballot is insufficient, it does represent an impressive response. "In view of the impasse, we must now refer the matter back to next year's Sasbo branch conference where a decision will be taken on how to process this issue. It is an irksome delay. But at least the cause of democracy is being served."

EAST LONDON — The Soviet Union was unlikely to extend its sphere of influence to South Africa until the country was suitably destabilised Mr Douglas McClure a lecturer in strategical studies at the University of Cape Town, said here at the weekend

Trade unions churches and cultural organisations were among Soviet Union target areas for infiltration aimed at achieving maximum political gain he said

He added that the country would experience "far greater trouble" from trade unions in the years ahead

Mr McClure was speaking on "Total Onslaught Fact or Fiction?" at the Cape congress of the New Republic Party

# Forecast of <sup>134</sup> greater trade union strife

Outlining the military build-up of the Soviet Union over the past decade, Mr McClure said the military imbalance between East and West was critical

Russia had already deployed troops in countries bordering South Africa and military equipment in North Africa which could be "rapidly" airlifted into peripheral Southern African countries

In answer to a ques-

tion from the floor on Soviet infiltration of political parties, Mr McClure said it had to be borne in mind that the ANC was merely an extension of the Communist Party

On South Africa's extended military call-up system, Mr Pat Rogers, MP for King William's Town said he believed the extension of military duty to older men was necessary to defend the country

Mr Rogers said he agreed with military authorities' appreciation of the onslaught on the country and that this required "pretty drastic" action

However it was vital to introduce political rights for all race groups in the country so that these groups would be prepared to share the defence burden

The ideological approach of the government and its incompetence have forced whites into a corner and into bearing the total burden of defence

"If all groups had political rights and possessions they would be prepared to serve and we could use them as we are using our sons now" Mr Rogers said — DDR



# Railmen accused of increasing racial tensions

Post Reporter

THE General Workers Union (GWU) today accused the Federation of South African Railways Staff Associations of increasing racial tensions in the Railways by allowing themselves to be used as a "smokescreen" by the employers

The Federation of Staff Associations yesterday told the GWU they could not allow the South African Transport Services to deal with any outside unions

The GWU has for 10 months attempted to hold talks with SATS on behalf of its members in the Port Elizabeth and East London docks

Yesterday the Minister of Transport Affairs, Mr H Schoeman, informed the GWU by telex that negotiations between SATS and the GWU would lead to the breaking up of the existing labour negotiating struc-

ture and "labour unrest"

On Monday about 900 Port Elizabeth dockers started a go-slow in protest against SATS' refusal to talk to their representatives

A GWU spokesman said today SATS was using the staff associations as a "smokescreen"

"This goes to show the nature of the trade unions SATS is prepared to deal with — ones which collaborate with them," he said

A SATS spokesman said today that while it was difficult to pinpoint which workers were involved in the go-slow, "in certain areas we can definitely see that they are, and have identified a number of them"

He said disciplinary action against those involved was a possibility "depending on the circumstances and what effect they are having on the work pattern"

E. Post

1/9/82

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WOZA Albert has scored an international triumph.

Its performance at the Edinburgh Festival, also known as the International Festival Fringe, has won it a first prize out of the 800 plays that were presented.

Twelve performances were staged at the city's experimental Traverse Theatre from August 24 as part of the International Festival Fringe. The Traverse, always open to new

ideas and experiment, billed the South African production as "a blockbuster... a two-man explosion... the most politically potent show ever staged in South Africa".

Woza Albert moves to Berlin next week, then on to London for a four-week season and later France before it comes back home to South Africa.

Percy Mtwa and Mbongeni Ngema are certainly going places with Woza, their own creation, with the help of Barney Simon.

# Unions come second - Botha

*134*  
*Sowetan 2/9/82*

THE Minister of Manpower, Mr Fanie Botha, yesterday appealed to trade-union leaders to put South Africa's interests first and not let outsiders tell them what to do.

Addressing businessmen in Pretoria, he told trade unionists to be wary of people who were "feeding off the backs" of others and had not spent a single day at the workbench.

"Ask them what they are doing with your membership fees, ask them to expose their books to public scrutiny as any respectable company is required to do. Ask them whom they serve," he said.

Mr Botha said union leaders should put South Africa's interests first, the interests of their members second and their own interests third.

"Do not allow yourselves, to be dictated to by outsiders. Stand on your own feet and be proud of it," he said.

"We have such leaders, and we are thankful for them. But we also have those who are otherwise inclined," he added. He did not elaborate.

He said economic development and growth in South Africa was still constrained by a shortage of skilled labour, particularly on the Witwatersrand.

Employers who neglected the interests of "responsible and loyal" workers were courting disaster and deserved little sympathy.

"It is beyond comprehension that any employer can forsake the loyalty of that part of his workforce that acts responsibly and which still

## 500 wait

terdict declaring their dismissal on July 29 invalid.

Mr Ian Farlam, SC, argued for the students that the action of the rector, Professor J A. Lamprecht, in dismissing the students was

grossly unreasonable and accordingly also invalid.

Mr Frank Kroon, SC, for the university, said that the rector had acted within the regulations of the university. He had been very reasonable,

bearing in mind the background to the situation that had developed on the campus on July 29.

The students had been given three warnings to return to classes.

## Whides za's body

American jazz musician, the whereabouts of the Lionel Hampton, began King's body. Some observers there maintain it has already been buried arriving on Thursday for the State funeral tomorrow afternoon.

Notably, mourners are expected to include both the South African Government delegation and one from the African National Congress (ANC).

Mystery surrounds

the whereabouts of the King's body. Some observers there maintain it has already been buried in a secret cave in the mountains overlooking the royal kraal. But a Government spokesman is adamant that it has not yet been buried.

The chiefs and warriors of the royal regiments gathered at the royal kraal, where their voices rise in song each morning like this mountain kingdom's mists, will not say — and they are among the few who know.

• SEE PAGE 5.

## Focus on dagga

A TWO-DAY conference spotlighting the dagga problem in southern Africa will be presented by the Department of Health and Welfare at the University of Natal, Durban, next year.

A statement by the Department yesterday said the conference would be held in September 1983.

The conference would examine the consequences of dagga abuse, ways to reduce availability of dagga and measures to reduce the demand for dagga.

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**LINKERS/AGENTS**





Albert has scored an international triumph.

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ideas and experiment, billed the South African production as "a blockbuster... a two-man explosion... the most politically potent show ever staged in South Africa".

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# - Botha

THE Minister of Manpower, Mr Fanie Botha, yesterday appealed to trade-union leaders to put South Africa's interests first and not let outsiders tell them what to do.

Addressing businessmen in Pretoria, he told trade unionists to be wary of people who were "feeding off the backs" of others and had not spent a single day at the workbench

"Ask them what they are doing with your membership fees, ask them to expose their books to public scrutiny as any respectable company is required to do. Ask them whom they serve," he said.

Mr Botha said union leaders should put South Africa's interests first, the interests of their members second and their own interests third

"Do not allow yourselves, to be dictated to by outsiders. Stand on your own feet and be proud of it," he said

"We have such leaders, and we are thankful for them. But we also have those who are otherwise inclined," he added. He did not elaborate

He said economic development and growth in South Africa was still constrained by a shortage of skilled labour, particularly on the Witwatersrand

Employers who neglected the interests of "responsible and loyal" workers were courting disaster and deserved little sympathy

"It is beyond comprehension that any employer can forsake the loyalty of that part of his workforce that acts responsibly and which still respects the rule of law

"The time has come for many employers in South Africa to practise the philosophy of self-government in such a way that they retain their self-respect instead of bending over backwards to the dictates of outsiders or militants," he said.



# Fanie slams union outsiders, militants

Mercury Correspondent

JOHANNESBURG—In one of his toughest attacks on sections of the trade union movement, the Minister of Manpower, Mr Fanie Botha, yesterday warned employers against bowing backwards to the dictates of outsiders or militants.

He also urged employers not to forsake the loyalty of that part of their workforce which acts responsibly and still respects the rule of law, and union members 'not to allow yourselves to be dictated to by outsiders.'

He said unions should put the country's interests before those of their members.

His speech came as the South African Transport Services yesterday fired hundreds of members of the unregistered General Workers' Union and bused them out of Port Elizabeth docks under police escort. Mr Botha said after his speech that he had not been referring to any particular labour dispute.

## Hundreds of dock workers sent home

Labour Reporter

THE Port Elizabeth dock dispute came to a head yesterday when hundreds of dockers were bused back to their townships after they staged a sit-in, according to union sources.

The South African Transport Services said 200 contract workers were bused back to their townships to collect their personal belongings and arrangements were being made for them to return to their homelands 'as soon as possible'.

But, a General Workers' Union organiser said all the dockers who were members of the union had been involved in the stoppage.

About 900 dockers have been on a go-slow since Monday in an effort to gain the right to be represented by the GWU.

In the 10-month-long recognition dispute, SATS has refused to negotiate with the union and has favoured the in-house SAR Staff Associations.

The union organiser said that when the morning shift continued the go-slow, officials told them to leave the docks. The workers sat down, and later the police arrived.

Yesterday a SATS spokesman said about 200 dockers had been fired for 'refusing to carry out lawful instructions and repudiating their contracts'.

Mr Botha was addressing a meeting of leading employers in Johannesburg as part of a nationwide programme of addresses to employers.

In the address, Mr Botha also detailed the progress of Government labour reforms, warned of growing unemployment and urged business to combat inflation, warning that 'the most dangerous situation will be approaching' if the country's 5 500 000 workers could not afford basic necessities.

### Dictates

Mr Botha said a matter of 'extreme importance' was 'the treatment of that part of the workforce in any organisation which acts responsibly and is prepared to sacrifice individual interest to the national interest'.

'The time has come for many employers to practise self-government in such a way that they retain their own self-respect instead of bowing to the dictates of outsiders or militants.

'The choice is theirs,' he said.

He urged union leaders to put the country's interests first, 'the interests of their members second, and their own interests third'.

Mr Botha also urged union members to realise that 'there are too many people riding on your backs who have not spent a single day at the work-bench'.

### Ignored

'Ask them what they are doing with your membership fees, ask them to expose their books to public scrutiny, ask them whom they serve,' he said.

But, answering a question from Mr Piet Streicher of Seifsa, Mr Botha said many industrial relations problems stemmed from the fact that top management had ignored labour relations issues for too long.

He said workers would have to be persuaded that 'excessive' pay demands would prompt employers to replace them with machines.

134 Mercury 2/9/81



# Union breakthrough in gold mining industry

By STEVEN FRIEDMAN  
Labour Correspondent

FOR the first time in the history of the country's gold mining industry a union representing workers other than whites has been granted bargaining rights by the Chamber of Mines

Yesterday the Chamber of Mines signed a recognition agreement with the Federated Mining Explosives and Chemical Workers union, granting it the right to bargain on wages and work conditions with Chamber mines

The 600-member union, established by the Tucsa-affiliated SA Boilermakers Society, is registered to represent coloured and Asian workers. But it has already begun recruiting black workers and the agreement will enable it to negotiate on their behalf when it is sufficiently representative of them.

In terms of the agreement, the union

will initially be allowed to negotiate on behalf of specific categories of workers at two West Transvaal gold mines

Anglo Vaal's Hartebeesfontein and Anglo American's Vaal Reef. It will be granted similar bargaining rights at any mine where it signs up a significant number of workers.

The Chamber has also granted access to its mines for recruitment purposes to the Black Mineworkers Union and is considering a similar request from the Cusa-affiliated National Union of Mineworkers.

The agreement indicates that the Chamber has sharply modified its guidelines on union recognition, a first draft of which said that unions could only be recognised when they represented 30% of workers in the entire industry.

Until now, black mine wages have been set unilaterally by the Chamber. Though most will still have their pay set in this way, the agreement opens the way to bargaining rights for a growing

number of black mine workers.

In a statement yesterday, the Chamber said it was the first time in its 97-year history it had formally recognised a union representing employees other than whites.

It said the union would initially be granted bargaining rights for vehicle drivers, handyman and painters at the two mines.

In terms of the agreement, Chamber mines where the union is representative will grant it "stop orders" and negotiate a range of issues with it, including pay, shop steward recognition, redundancy procedures and training.

The union's general secretary, Mr Ike van der Watt, said yesterday that recognition negotiations, while initially tough, had gone "surprisingly well" over the past three months.

"They now appear to have accepted that it is enough for a union to be representative in a particular mine rather than in the industry as a whole before winning bargaining rights," he said.

Rightwingers likely to oppose move

# Union bids to join all-white group

By STEVEN FRIEDMAN  
Labour Correspondent

A UNION for coloured, Asian and black mineworkers, which won recognition from the Chamber of Mines this week, is seeking membership of the all-white Council of Mining Unions

Its application to join the council is certain to spark a major controversy as the Rightwing Mine Workers Union, which rejects cooperation with black or multiracial unions, is a major CMU member. Its general secretary, Mr Arrie Paulus, is at present chairman of the CMU.

The union, the Federated Mining, Explosives and Chemical Workers Union, this week became the first union for workers other than whites to be granted bargaining rights by the chamber.

It was established by the SA Boilermakers' Society — the biggest trade union in the country — which is affiliated to the Trade Union Council of SA.

The union is registered to represent coloured and Asian workers, but it has begun recruiting black members and is seeking registration to represent them as well.

Speaking after the FMECWU signed a rec-

ognition agreement with the chamber this week, the union's general secretary, Mr Ike van der Watt, said he thought it was "appropriate" that the union should seek CMU membership.

"Although we have not formally applied for membership, we did indicate to the CMU at a recent meeting that we would like to join."

"The Mine Workers Union's attitude was that we should raise it once the FMECWU had received its registration for black workers," he said.

The MWU has thus far refused to comment publicly on the possibility of the FMECWU joining the CMU.

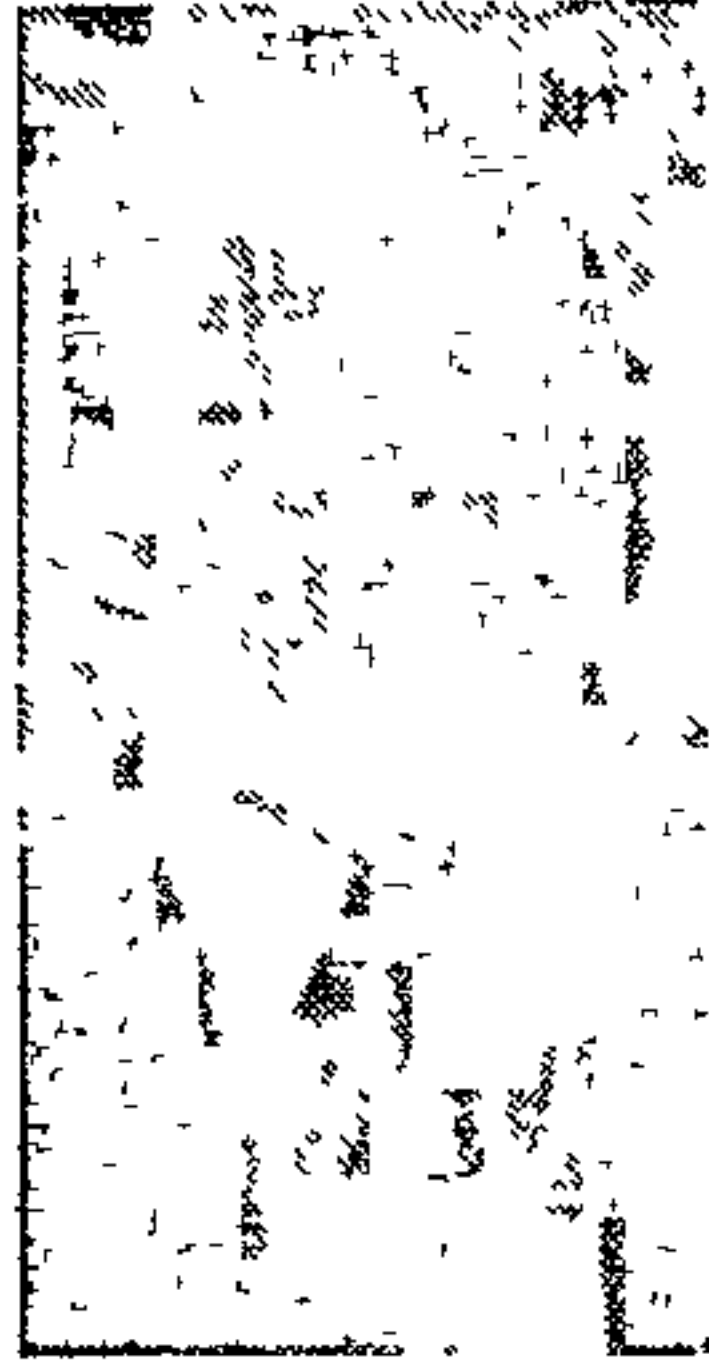
However, the union has always refused to belong to any body which has black, coloured and Asian members.

Although several CMU unions are multiracial, their coloured, Asian and black members work in industries other than the mines and their mining membership has so far been restricted to white workers.

But any agreement by the MWU to belong to the same council as a union which represented mining workers who are not white would be a major shift in MWU policy and most observers expect the union to oppose the FMECWU's membership bid.



# Pay blow to public servants



Mr Peter Wronsley matching inflation means R900 million on the wage bill

Public servants cannot hold out hopes for any big pay rises next year. The Treasury Secretary, Mr Peter Wronsley, made this clear today to delegates at the annual congress of the Public Servants Association in Pretoria.

Mr Wronsley said public servants must be prepared to have their hopes dashed as the Government juggled its Budget priorities in a time of recession

Even a one percent across-the-board salary rise for public servants would cost the Government R60 million a year, he said

A rise of 15 percent — matching the current inflation rate — would add R900 million to the Government's annual wage bill

And if the programmed narrowing of the wage gap between the races and improved public service housing benefits are taken into account this figure would top R1 000 million Mr Wronsley said

He warned delegates that the outlook for State revenue was gloomy and little money would be avail-

able for generous service benefits

In its annual request for funds the Commission for Administration had painted a striking picture of the deteriorating staff position in the public service Any pay rises for public servants meant an expansion in State services — and priority was given to the maintenance of existing services before expansion could be considered with the private sector, too experts have forecast that salaries will not keep pace with the rate of inflation during the next 12 months

Mr John Cole director of Human Resources Development a subsidiary of the P E Consulting Group said companies with reasonable profit margins were planning increases of about 13 percent on

their annual wage bills

These would be allocated according to employees' skills and value to the company

Companies with low profit margins would increase their wage bills by much less — most by about 7.5 percent and some by as little as five percent, Mr Cole said

The average was expected to be around 10 percent

Dr Ockie Smit chief economist with the Bureau of Economic Research at the University of Stellenbosch said he did not foresee much difference in salary increases between the public and private sectors

He added that retrenchment would increase as companies tried to trim their budgets in the new financial year

134 Stan  
290  
16/9/82

# Industrial councils: Seifsa warning

CA/16 Tmk's  
17/9/82  
376  
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Staff Reporter

WHILE welcoming steps to extend full trade union rights to black employees, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Sam van Coller, warned the government yesterday against taking action which might undermine the functioning of industrial councils

Mr Van Coller was speaking at a sitting of the President's Council's economic committee to investigate measures which inhibit the effective functioning of a free market-orientated economic system in South Africa

## 'Opportunity'

Mr Van Coller said Seifsa believed full trade union rights would provide an important opportunity for black employees to participate in the process of allocating the rewards derived from successful economic activity

He said the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry provided employers and employees with the opportunity to negotiate national minimum conditions of employment in the metal industries

"It is essential that the industrial council system is maintained so that collective bargaining can continue to take place within a sound structure in future. But because of their exclusion from this forum, black workers are

suspicious of the industrial councils

"As it is likely to take time to overcome these suspicions, Seifsa believes it is essential that the government does not take any steps which might undermine the functioning of the industrial councils," Mr Van Coller said

He said the process of registration of trade unions provided for in the Labour Relations Act was currently giving rise to serious reservations among the emerging trade unions towards the official collective bargaining system

Seifsa, in response to an investigation being conducted by the National Manpower Commission, had recommended that registration of trade unions be placed on a par with the registration of companies

## Recommended

They had also recommended that the question of representativeness should be a matter for employers and trade unions to determine and not the Industrial Registrar

"It is understood that any changes to legislation that might occur in this area will be only in 1984. In view of the urgency of this matter, Seifsa believes every effort should be made by the National Manpower Commission to complete this investigation, so that appropriate amendments can be made to the legislation in 1983



BEIRUT—An Israeli soldier on the run as announced

# Staff shortages disrupt State services

Mercury  
18/10/82  
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Mercury Correspondent

PRETORIA—Staff shortages in Government departments were disrupting State services, the president of the Public Servants' Association, Dr Colin Cameron, said last night.

Addressing a press conference after the close of the annual congress of the PSA, Dr Cameron said the implications of the too rapid turnover of staff in the service were serious.

He stressed the vital importance of salary levels in the service which could compete with those in the private sector.

If we cannot recruit the right calibre of person to the service the long term effects will be extremely serious.

Obviously the quality and efficiency of services were threatened if there was a lack of efficient and well trained manpower.

The shortage had been put at between 18 000 and 20 000.

A situation had developed, Dr Cameron said, where there were too few officials of the right standard to promote to senior posts.

If we don't reverse this trend the threat to services supplied by the State can only become greater.

## Reflection

A point had been reached where a people outside the service were being appointed. This was a serious reflection on the country's public service.

Human Sciences Research Council studies had shown the service was getting far less than its fair share of the country's top brain power.

However Dr Cameron said he could give an assurance there was no talk of a collapse of services. It was vital, however, that sufficient funds be made available to make possible the recruitment of the right people. We must be able to compete in the manpower market on equal terms with other employers.

Dr Cameron said the conference had flatly rejected suggestions that the PSA should convert into a full blown trade union, incorporating striking rights for Government workers.

Arbitration was also rejected. What was wanted was more machinery with entrenched rights of negotiation.

Pretoria Bureau

Public servants have refused to compromise on their demand for a 15 percent salary hike and yesterday they decided to fight for recognition as a priority area for Government spending

At a Press conference after the Public Servants' Association Congress in Pretoria, PSA president Dr Colin Cameron said the stability of the country in general depended on the ability to maintain an efficient public service.

The service was losing staff and services were being seriously disrupted in some sectors. About 20 percent of the posts in the public service were vacant.

"The implications of a rapid staff turnover, poor recruitment at entry levels and staff shortages are far greater than is evident from the bland

Public servants firm on 15 pc

figures," said Dr Cameron

These problems were disrupting the public service and eroding its efficiency

"The question of salaries undoubtedly formed the major issue for debate during the congress," he said

"We discussed not only salaries but the total remuneration package for public servants. We were constantly aware of the shortage of Government funds but did not compromise on our demand for a 15 percent increase

"This is a realistic figure"

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Stan

8/9/62



# State employees only expect 0,5% increase

S. Express 19/9/82  
134

**DISGRUNTLED delegates representing 79 000 Government workers met in an atmosphere of dissatisfaction and uncertainty in Pretoria this week**

The more than 100 delegates from around South Africa gathered in a Pretoria hotel to discuss shortcomings in the public service at the three-day bi-annual congress of the Public Servants' Association (PSA)

Hampered by critical staff shortages, unsuccessful recruiting drives and increases in the cost of living, they came hoping to hear that their lot would improve with next year's Budget

Instead, speaker after speaker dashed their hopes of a new deal that would increase their salaries by at least 15% and rejuvenate the ailing public service

They now expect to get about a 0,5% increase

First the Prime Minister, Mr P W Botha, asked them to 'vasby' and help the Government ride out the present

"Nobody seems to know the nature of these 'other purposes', but we believe that in the end only R70-million was left Of this, R40-million was given to the nurses, which leaves us with R30-million," he said

PSA president Dr Colin Cameron described the atmosphere at this week's congress as "resolute"

"This time last year there was a great deal of tension, but this year, despite serious undertones, people have spoken responsibly

"The implementation of the President's Council constitutional proposals will be the task of the public service and we maintain that an efficient public service is fundamental to the growth of the community

"Therefore we feel that we can make out a good case for the public service to receive high priority in the allocation of available funds, and there is confidence that alleviation will come (with the Budget) in March"

## BUT THEY WIN A NEW PLEDGE ON SCHEME TO UPGRADE WAGES

By ARLENE GETZ

much money was available for them

When Mr van der Merwe left the gathering the people were slightly more at ease as he assured them that both the commission and the Government would continue this year with the three-year programme for salary upgrading

This three-pronged salary programme negotiated by the PSA could eliminate future general salary adjustments, as senior public servants at the congress said

The plan involved

● The satisfactory maintenance

nance of existing salaries

- The granting of additional funds for the revision of salaries

- The introduction of occupational differentiation which involves the re-adjustment of salary scales to bring them into line with those paid for similar jobs in the private sector

This occupational differentiation has already been introduced in various offices of the Receiver of Revenue

"Occupational differentiation has been so successful that one department reduced its vacancy rate to 15%, the Johannesburg Receiver of Revenue is short only of registry workers, and the Pretoria Receiver of Revenue has a waiting list," he said

"Yet almost all of the departments which have not undergone salary restructuring are experiencing problems"

It was impossible to identify the departments

which had been worst hit as the vacancies tended to fall among categories of workers who were employed in all sections, such as artisans and registry workers

It is understood that it would cost the Government between R4 000-million and R5 000-million to make public service salaries competitive with those paid in the private sector

"There was a lot of dissatisfaction and uncertainty among us," a senior public servant attending the congress said

"At Friday's meeting people were still confused, but it was a wise thing to call in Mr van der Merwe as he calmed their doubts"

According to the public servants, it is understood that only R30-million — or enough for public servants to receive a salary increase of 0,5% — is available

In April the Minister of Finance, Mr Owen Horwood, indicated in his budget speech that R200-million would be made available for the readjustment of public salary structures, the public servant said

It was later announced in Parliament that this amount had been reduced to R150-million — and that this was to be used for salary adjustments as well as "other purposes"



Mr Arthur Margolis, of the Garment Workers Union of SA, and the general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, study a resolution during a break in proceedings at the Tucsa congress yesterday

*CARL TIMES 21/9/82* ~~135~~ ~~345~~ 134

## Detainees: Tucsa president replies

**Labour Reporter**  
TUCSA was not prepared to take up the cases of individual detainees they hardly knew, Dr Anna Scheepers said in her presidential address at the trade union body's an-

petition coming from overseas, as well as internally. It would be a challenge for urban workers to hold their jobs against tremendous odds — the new decentralization proposals,

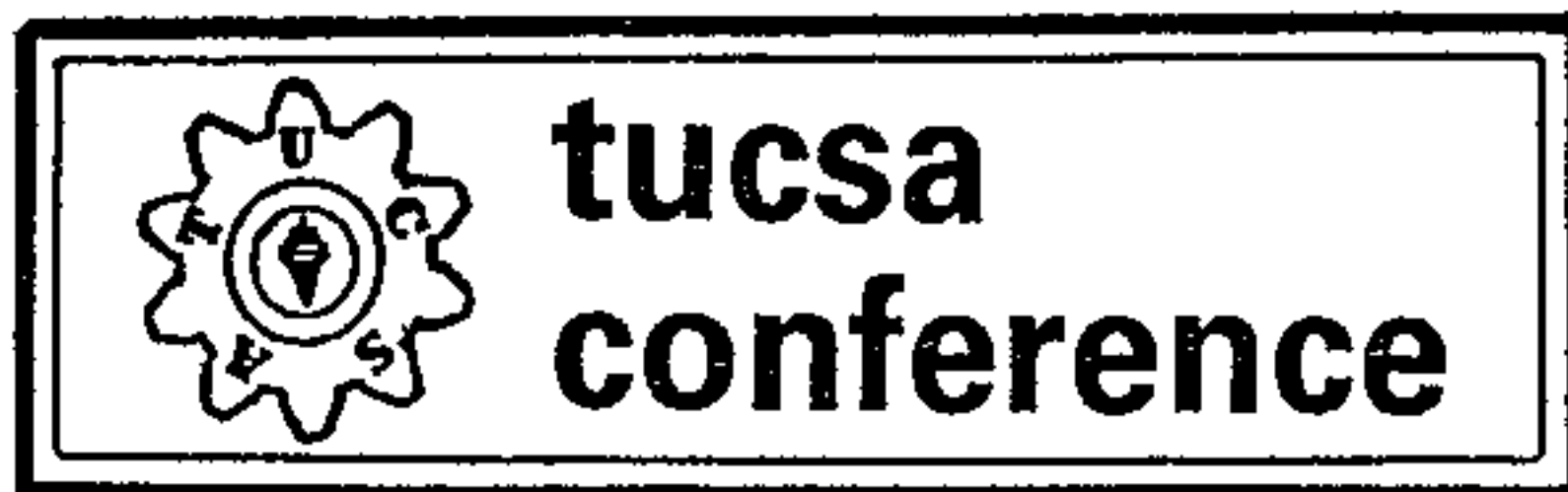
unionist Mr Tom Mashinini

"Tucsa opposes the principle and practice of detention without trial but cannot be expected to take up the cases of individuals they don't know, or hardly know at all," Dr Scheepers said

One person had admitted in court to working with the S A Congress of Trade Unions (Sactu) and sending unfavourable reports on Tucsa

"What do people think they are? They are trying to undermine Tucsa and when they find themselves in difficulty, Tucsa is the first to be approached to make representations to the authorities"

Dr Scheepers criticized the emerging unions who, she said, were entering the field of "well-established and properly-functioning unions", causing disruption for unions and employers, instead of organizing the unorganized workers



nual congress in the City yesterday

Dr Scheepers, who was unanimously re-elected president for a second term yesterday, was replying to criticism of Tucsa's attitude towards

She said these unions were involved in a "vicious" attack on the industrial council system, either through ignorance of the system or for "obscure political motives"

She also warned that South African workers were facing the worst onslaught ever, with com-

which would "whet the appetite" of manufacturers, causing them to move their factories

detained trade unionists, which has led to the disaffiliation of several member unions

This included Tucsa's criticism of protests over the death in detention of trade unionist Dr Neil Aggett and its refusal to take up the cases of detainees Allan Fine — an official of a Tucsa union — and Emma Mashinini, wife of the then Tucsa



# Trade union registration investigation

ARGW  
21/9/82

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## Labour Reporter

IT WOULD be completely incompatible with the Department of Manpower's principle of voluntarism to force any trade union to register, Dr P J van der Merwe, director-general of the Department of Manpower, said today

Dr van der Merwe was addressing delegates at the annual conference of the Trade Union Council of South Africa (Tucsa)

There were differences of opinion as to what the approach should be, but since the whole question of registration was being investigated by the National Manpower Commission, it appeared desirable to wait for the commission's report, he said

## CRITICISM

Dr van der Merwe said much criticism had been levelled against the department at the time that expired before registration was granted. However, the unions were not altogether free of blame as far as delays were concerned

The department was concerned about the lack of co-operation from unions with regard to the submission of the prescribed documentation

and statistics to the Industrial Registrar

"With the exception of a few unions, the department has to request unions repeatedly for the submission of the statements concerned

"Failure of this nature is a criminal offence and though the department is reluctant to go to the extreme of prosecuting unions for not complying with the Act in this regard, such a step will, however, have to be considered if a material improvement is not evident in future," Dr van der Merwe said

## HAZARDS

Referring to occupational safety and health hazards in the workplace, Dr van der Merwe said they could "no longer be dealt with by authoritarian types of legislation"

A tripartite effort was necessary to improve the quality of life of the workers, making use of the expertise of government, labour and employers

A draft Bill dealing with occupational health and safety had been drawn up by the Department of Manpower and would be introduced in the next parliamentary session

Dr van der Merwe said the workmen's compensation office encountered "vast difficulty" in processing and assessing claims for compensation

This was because of the failure of employers to report accidents and submit relevant documentation to the Workmen's Compensation Commissioner

It was also due to the employers' failure to register their businesses and pay their assessments

Dr van der Merwe thanked the trade union movement for its "co-operation and support" Without that the department would not have been able to make the progress it had

R500m

budget  
for pay  
raises

Sept. 1982

ROM

By GERALD REILLY  
Pretoria Bureau

THE Government is expected to budget less than R500-million for salary increases in the Public Sector next April, it was learnt in Pretoria yesterday

And if the economy continues its current dive into recession, the amount could well be substantially less

It has been made clear to staff associations representing 230 000 rail workers, and nearly 80 000 Post office workers that they will have to drastically scale down their expectations for next April

Greatly reduced salary and wage hikes are part of the Government's overall strategy for slashing Government spending and fighting inflation

It is understood that last week the Postmaster General, Mr H O Bester, told a Post Office staff association that they could not expect increases on the same scale as last year — which were in any case 3% below the inflation rate of 15%

The Minister of Transport Affairs, Mr Hendrik Schoeman, has also been frank with the railway unions

He has told at least one union — the Footplate Staff Association — that they may get nothing next year, unless there was a substantial upturn in the economy

And last week in Pretoria, the country's 80 000 State department workers were left in no doubt that they, too, will get substantially less than last year in the next round of salary increases

Teachers organisations, possibly the most militant when it comes to pay demands, can also brace themselves for limited increases next year

Two years ago, they were granted a 25% rise after a long drawn out fight between the Federal Council of Teachers Associations and the Government

This year, however, fighting won't help because the funds are just not available, according to a Pretoria source



# Walk-out looms over electrical grade row

Mercury 22/9/82  
(134) ~~134~~ ~~214~~ ~~304~~

### Municipal Reporter

A DURBAN City Council decision to downgrade foremen in the Electricity Department will affect 42 men and could lead to a mass walk-out at middle-management level, according to a spokesman for the men

The spokesman who asked not to be named, said it was the third raw deal the men had had in the past year

Special higher grades had been created for them 16 months ago because their work with high tension live voltages was dangerous, they were called out regularly in miserable conditions, and worked incredibly long hours carrying out emergency repairs

### Long service

They were all long service employees — 'you don't become a foreman after a few years' Many had given the corporation loyal service for between 30 and 44 years and were now 'totally disillusioned' This was having a detrimental effect on the morale of their juniors and was obviously not in the interest of the city He knew of many foremen who intended leaving in January if the matter was not settled by arbitration

At Monday's council meeting Management Committee chairman, Mr Neil MacLennan, said the higher grades had been a mistake

Yesterday the Mercury learned that they had had a ripple effect Those in grades above the electrical foremen pressed for increases because they felt there should be a wider earning gap, and the powerful Durban Municipal Employees Union wanted all foreman in the corporation raised to the same level as the electrical foremen

The Municipal Services Commission, which opposed the higher gradings at their inception, advised the council to downgrade 42 men rather than upgrade 110 others It appears that while a general upgrading would cost about R75 000 a year the ripple effect would be far more costly

One foreman told the Mercury 'We fought for a

higher grade and a R91 increase for several months Eventually the Management Committee insisted on a job evaluation to which we were totally opposed Our jobs were compared with foremen in the City Engineer's Department, such as plumbers and painters, and comparisons were also made with senior positions in our own department

'The evaluation report showed that we had to work with live electricity from 220 volts to 175 000 volts We had the heavy responsibility of high tension switching, without benefit of extra pay'

The job assessors advised the council to give senior foreman a monthly increase of R146, their assistants R110 and B grade foremen R102.

### Split

The first 'raw deal' came a month after the pay packets were increased All municipal employees were given an across-the-board 30 percent increase, except the electricity foremen who got only 12 percent.

Union secretary J J Maree said that two years ago the corporation artisans had been split into different grades and the painters had succeeded in getting the Industrial Court to rule that artisans in all the departments had to be on equal grades The union felt the same should apply to foremen

'But', he emphasised we don't want anybody downgraded We want the others upgraded

If the matter is not settled by arbitration it will go to the Industrial Court.

AK645 21/9/82 (134)

# Tucsa distress over unregistered unions

## Labour Reporter

STEP by step unregistered trade unions were being placed on an equal footing with registered unions, to the extent that an increasing number of unionists were beginning to question the value of registration

This was said yesterday by Mr R H Botha, secretary of the Mine Surface Officials' Union of SA, at the Trade Union Council of South Africa (Tucsa) conference in Cape Town

Mr Botha was speaking to a motion calling on the Minister and the Director-General of Man-

power to ensure that race was not a consideration in initial registration or in extending the scope of existing registered trade unions

He said registered unions accepted the discipline of confining themselves to certain constituencies in terms of the Labour Relations Act, but unions which did not bother to register were free to poach where they pleased and disrupt not only other unions but the whole structure of labour relations

The only disadvantage unregistered unions suffered was not being able to use stop-order facilities without the permission of the Minister

Mr Botha's union had changed its constitution to delete the word "white", but when it had tried to enrol black mine surface officials, it was told it had to apply for an extension of the union's scope

The Industrial Registrar would not grant this until the union was representative of workers it wished to include in its constitution

The motion, which included a clause calling on the Minister to consult Tucsa unionists before any changes in labour legislation were made, was passed unanimously

In another motion before the conference, Mr Ike van der Watt, general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, called on the Government to prevent employers dismissing workers engaged in legal strike action

Mr van der Watt said it was common practice for employers to threaten striking workers with dismissal, whether the strike was legal or not

The right of workers to withhold their labour for a just cause should be protected, he said The motion was adopted

● Dr Anna Scheepers was unanimously elected for a second term as Tucsa president There were no other nominations

Mr E V van Tonder, secretary of the SA Typographical Union, Mr Botha and Mr L A Petersen, secretary of the Garment Workers' Union (Western Province), were elected first, second and third vice-presidents

There were no other nominations for the positions of first and third vice-presidents Mr Des East, of the Motor Industry Combined Workers' Union, stood against Mr Botha for second vice-president



# Unions 'won't be forced to register'

Cape Times 22/9/82

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tucsa) in the City yesterday that his department had no intention of forcing trade unions to register

Amid calls by Tucsa

delegates for compulsory registration of unions, he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees

Mr Robbie Botha, of the Mine Surface Officials' Association of SA, said on Monday that registration

was becoming an encumbrance and unregistered unions were poaching where they pleased and "disrupting the whole labour relations structure"

Mr D C Benade, of the Tramway and Omnibus Workers' Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers' Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission "But a system of compulsory registration will be strongly criticized in international circles," he warned

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen's Compensation Act

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-



**tucsa  
conference**

## Manpower director tells unions to negotiate

Labour Reporter 134

A 40-HOUR-WEEK should be negotiated between employers and their employees, rather than be laid down by the Government, the director of the Department of Manpower, Dr Piet van der Merwe, said yesterday.

23/9/82  
Dr van der Merwe said his department believed in the free enterprise system and this included free collective bargaining

'We, therefore, merely lay down the parameters within which the two parties can negotiate with the minimum of State interference,' he said

Dr van der Merwe was responding to a call issued by the Trade Union Council of South Africa for the Government to provide for a maximum 40-hour-week

He said a number of industries had already negotiated a 39-hour-week, but the possibility of introducing this in other industries would depend on their particular circumstances 'Conditions differ from industry to industry,' he added.

'It is possible for employers and employees to negotiate a 40-hour-week at an industrial council which could then be made legally binding on all parties,' he said

'Employees might be prepared to agree to a 42-hour-week provided employers gave them other service benefits,' Dr van der Merwe said.

Meanwhile, the president of the Association of Chamber of Commerces, Mr Gordon Stuart-Reckling, said. 'Production in South Africa is so low that we can't afford to introduce a 40-hour-week'

As the country was in the midst of a recession, Mr Stuart-Reckling said he would prefer to see a cut-back in working hours than retrenchment



## INTIMIDATION ACT

### Broad ambit

FM 24/9/82

134

Fears are growing among unionists and labour lawyers that frequent use will be made of the Intimidation Act to deter what the State deems to be "intimidation" during strikes

According to some estimates, at least four prosecutions of unionists have been initiated in terms of the Act since it was promulgated about four months ago. In one case, which involves a member of the Metal and Allied Workers' Union (Mawu), bail

of R1 000 has been set

What is causing concern is the extremely broad definition of intimidation given in the Act. The Act makes it an offence to kill, assault or injure someone. But it also stipulates that it is an offence for any person to "without lawful reason, and with intent to compel or induce a particular person to do or to abstain from doing any act or to abandon a particular standpoint *cause damage* to that person or any other person"

Penalties are severe: a maximum fine of R20 000, or 10 years' imprisonment, or both. Furthermore, the onus is on the accused to prove the existence of "a lawful reason"

"This is a most remarkable Act," says one respected labour lawyer. He points out that in any strike there is an element of intimidation in the sense that workers withdraw their labour to exert pressure on management. There is a fear that if the Act is interpreted in an even wider sense, it could be seen as a prohibition on almost all forms of boycotts.

There is great interest in how the courts will interpret the Act when the judgments in the four cases are given. Lawyers appearing for the unionists can be expected to press hard for a restrictive interpretation of the Act.

**Railways**  
*Mercury*  
**to push**  
**for** *(2/10) 134*  
**salary** *24/9/82*  
**increases**

Labour Reporter

MOST Railway staff associations would still push for salary increases equal to the inflation rate in spite of calls to slash wage demands, the general secretary of the Federal Consultative Council of Railways Staff Associations, Mr J R Benade, said yesterday

But, Mr Benade said, it did not seem likely that the Government would be able to 'scrape together' enough to meet a 15 percent wage increase unless 'a miracle' happened

It is understood that one of the staff associations had been informed by the Minister of Transport, Mr Hendrik Schoeman, that they might get next to nothing unless there was a substantial upturn in the economy

### Basic wage

Mr Benade, whose council represents 110 000 Railway employees, said the loss of overtime introduced as a cut-back measure by the South African Transport Services in a bid to curtail costs had had a severe effect on Railway staff

'Many are existing on only a basic wage, and if we leave it at that, with prices continually rising, they are likely to be in a serious plight by next year,' he said

'Because of this we are compelled to ask the minister for an adjustment'

But it would be unrealistic of the associations not to take into account the serious plight the SATS was in at the moment, Mr Benade said

He said the SATS's cut-back measures had not been as successful as had been hoped.

'But, there is more than one way of killing a cat,' he said, 'and it might be possible to get a package deal with only 10 percent increase but together with some other benefit'



# Minister

.Cape Times (134)  
in 24/9/62

# 'dream world'

Own Correspondent

DURBAN — Mrs Helen Suzman, PFP opposition spokesman on Community Development, said the Deputy Minister of Information, Mr Barend du Plessis, had to be living in a "dream world" if he thought it was possible to single out workers that were political activists.

"They are all political activists," she said.

Mr. Suzman was responding to reports that at a conference at Yale University in the United States, Mr Du Plessis urged American companies operating in South Africa to get rid of political activists in black unions.

## 'Nonsense'

"His speech made nonsense of the so-called concessions wrung out of the government as a result of the Wiehahn Commission," she said.

"He should have urged employers to be more concerned with encouraging the development of workers' skills and introducing decent employment practices.

"It was this which ensured industrial peace and prevented wild cat strikes," she said.

"In removing so-called political activists, American companies would become collaborators with the security branch," Mrs Suzman said.

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# Du Plessis denies he shocked

## Americans

Argus Bureau

WASHINGTON — The Deputy Minister of Foreign Affairs and Information, Mr Barend du Plessis, called a Press conference here yesterday to say a report of remarks he made at the Yale School of Organisation and Management was "totally distorted"

Mr du Plessis reiterated his view that foreign employers should be aware that unions were being misused for political purposes

He said again that employers should "isolate the responsible elements" by making it clear that such activities were disapproved of. But this did not imply that employers should become policemen

"We are talking about attitudes. If a trade union which allows itself to be misused for political purposes should feel cold winds coming from the company, then the Government can say it has an ally in furthering the proper goals of trade unionism"

He said he had encountered no "negative" reaction at the closed meeting

However, participants maintained today that his remarks had caused amazement and shock



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# Call for new union federation

## Labour Reporter

A MOVE towards trade union unity was made at the annual conference of the Food and Canning Workers' Union (FCWU) when delegates called for the establishment of a new federation open to all unions that are representative of workers

The conference, held in Paarl at the weekend, was attended by more than 200 delegates from 30 branches of the FCWU and African FCWU

It decided to discuss the need for trade union

unity "as widely as possible with workers of other unions and the community at large"

"We believe the establishment of a new federation, capable of uniting the trade union movement in South Africa and leading the working class, is necessary. It should be open to all unions representative of workers, irrespective of membership and policies" the resolution read

### PRICE HIKES

Delegates discussed the effects of the recession and recent price

hikes on workers

They resolved to press employers to negotiate retrenchments and promised to "join the struggle against the bread price increase"

Conference expressed solidarity with the General Workers Union, currently locked in a dispute with the South African Transport Services in the Port Elizabeth harbour

### DETENTIONS

Other resolutions dealt with the President's Council, the independent

homelands and detention without trial

The conference called on the Government to put an end to attacks on trade unions under the cover of security legislation. It called for an end to detention without trial

On the President's Council, delegates said it was an attempt to divide the people of South Africa. The voting arrangements not only divided people racially, but drove divisions between people of different classes in the black community

# Unions back unity movement

CAPE TIMES 28/9/82

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Labour Reporter

MOVES towards greater unity in the trade union movement were backed at the annual conference of the African Food and Canning Workers Union (AFCWU) and the Food and Canning Workers Union (FCWU) in Paarl at the weekend.

The conference was attended by 30 branches of the unregistered AFCWU and the registered FCWU which have substantial support among workers in

the food industry and are regarded as a key force in a future alignment of emerging unions.

The conference, which expressed itself strongly in favour of a new federation of unions, decided that "all unions representative of workers should be allowed to attend unity talks and that there should be no pre-conditions on policy or membership of unions.

Policies of any new federation will be decid-

ed democratically by the unions that form it. The conference resolved

It was decided to meet with other unions and the community at large to inform them of the need for unity.

Attempts at unity among emerging mainly black trade unions broke down earlier this year over policy differences on issues such as registration and serving on industrial councils.

The conference also pledged support for the General Workers' Union in their dispute with the SA Transport Services (Sats) and rejected Sats failure to negotiate as a "contradiction of official government policy".

It was noted that the union's national organizer Mr Oscar Mpetha, was still on trial, but "most of the other detainees have been released without even the pretence of a trial".

Mr Jan Theron, re-elected general secretary of both unions, said the "finest tribute" to Dr Neil Aggett, the former Transvaal secretary of the unions who died in detention, was that the organization in the Transvaal had continued to grow — in spite of his death — through the work of the members themselves.



# Govt official: 'Closed shop' benefits unions

By STEVEN FRIEDMAN  
Labour Correspondent

THE chairman of the Government's National Manpower Commission Dr Hennie Reynders has defended the controversial "closed shop" principle, which means workers must belong to a trade union

The closed shop's application in South Africa has been attacked by black unionists and some employers and a "test case" on the issue is pending in the Industrial Court

Writing in the Industrial Relations Journal of SA, Dr Reynders says that retaining the closed shop in South Africa "will on balance probably have more advantages than disadvantages"

He adds that "no proven case of abuse or malpractices have been officially reported in SA"

According to the Department of Manpower, Dr Reynders writes, over the past five years "there has only been one appeal against the refusal of exemption from a closed shop agreement" and the department says "it has no knowledge of problems in the application of a closed shop agreement"

He adds that black workers must, however, be made aware of the safeguards against misuse of the closed shop in labour law

Emerging unions have charged that "minority" registered unions have been able to use the "closed shop" to recruit thousands of black workers who would not willingly have joined those unions

A Natal company has brought a case to the Industrial Court, charging that its workers have been forced by the closed shop to join a registered union

In his article, Dr Reynders says it is clear that the closed shop "through the restriction it places on the freedom of the individual" is in conflict with fundamental principles of a free market economy

But he adds that it has also played an important role in strengthening unions, enabling them "to acquire a large membership without having to put a disproportionate effort into recruiting"

It also ensured that workers who benefited from union efforts also contributed to the union

In many countries, Dr Reynders writes, the closed shop is supported by the state because effective bargaining is considered vital for productivity. In these cases, it became "a means for the promotion of the State's objectives rather than those of the trade union"

# Union elects PC man chief

134

S. Times 3/10/82

By NORMAN WEST  
IN A SURPRISE  
move last Sunday,  
President's Council  
member Mr Gopie  
Munsook was elected  
chief of the powerful  
multi-racial National  
Union of Liquor and  
Catering Trades Em-  
ployees of South  
Africa.

This was confirmed  
by the union's new  
secretary, Mr Ted Fra-  
zer, who is also the  
chairman of the Li-  
quor and Catering  
Trades Employees  
Union (Cape), the  
white union represent-  
ing catering trades em-  
ployees

Mr Munsook still re-  
mains the secretary of  
the Hotel, Bar and Ca-  
tering Trades Employ-  
ees' Union, which  
represents coloured  
and Indian catering  
trades employees in  
the Western Cape

In another signifi-

cant development, the  
headquarters of the  
union has shifted from  
Durban to Cape Town  
"It is the first time  
this has happened,"  
said Mr Frazer, a vet-  
eran trade unionist

## Affiliates

Affiliated to the  
National Union are

- The East London  
Liquor and Catering  
Trades Employees'  
Union,

- The Hotel, Bar and  
Catering Trades Em-  
ployees' Union,

- Liquor and Cater-  
ing Trades Employees'  
Union (Cape),

- Natal Liquor and  
Catering Trades Em-  
ployees' Union,

- Witwatersrand Li-  
quor and Trades Em-  
ployees' Union, and,

- Witwatersrand  
Tearoom, Restaurant  
and Catering Trades  
Employees' Union

Mr Frazer said the  
new vice-chairman  
was Mr Colin Hooker  
Mr Frazer is national  
secretary, with Mr A C  
Reddy, of Durban, as-  
sistant secretary

Mr Munsook said of  
his new position  
"Naturally I am  
pleased and honoured  
to have been elected  
national president.

## Blacks

"I have many dec-  
ades' experience as  
secretary of the Hotel,  
Bar and Catering  
Trades Employees  
Union here in the  
Cape, so I feel confi-  
dent I can handle the  
new position

"This union does not  
yet cater for blacks,  
who are entering the  
catering trades in in-  
creasing numbers, and  
one would hope the  
laws of the country  
would soon make it  
possible to encompass  
them as well," said Mr  
Munsook

Mr Munsook said  
that because of his  
new position and the  
responsibilities it  
would carry, he has  
declined nomination  
this year for the posi-  
tion of member of the  
National Executive  
Committee (NEC) of  
the Trade Union Coun-  
cil of South Africa  
(Tuksa), which met in  
Cape Town this week

He was elected to  
the Tuksa NEC at their  
1981 national congress  
last year



# Chairman backs controversial 'closed shop'

*Mercury*  
Labour Reporter  
5/10/82

THE chairman of the National Manpower Commission, Dr Hennie Reynders, has defended the controversial 'closed shop' principle, which forces workers to belong to a particular trade union.

The application of the 'closed shop' in this country has been attacked by the emerging trade unions, and a Natal company is to test a 'closed shop' agreement in the Industrial Court.

In the latest edition of the *Industrial Relations Journal of S.A.*, Dr Reynders said although there were strong objections to the closed shop, 'it is a long-established practice, the retention of which will probably have more advantages than disadvantages.'

He added that a prohibition on the closed shop 'will result in profound disruption of the large number of stable employer-employee relationships of which such agreements constitute a part'

'However, it is equally clear that if closed-shop agreements are applied without restraint or control, this may lead to a variety of malpractice or abuses,' he writes

But, Dr Reynders said 'no proven cases of abuse or malpractices have been officially reported'

The emerging trade unions have argued that closed-shop agreements have been used by 'minority' registered trade unions to recruit thousands of black workers who would not have willingly joined those unions

And the Natal furniture company, Grafton Everest, has brought a case to the Industrial Court charging that the closed shop has forced its workers to join a registered trade union

### Membership

In his article, Dr Reynders said 'It is clear that the closed shop, through the restrictions it places on the freedom of the individual, is in conflict with the fundamental principle of the free-market economy'

But, he added, it helped unions by enabling them to 'acquire a large membership without having to put a disproportionate effort into recruiting'

It also ensured that 'effective discipline' could be exercised over workers in any action intended by the union or to prevent any undesirable action

The closed shop's advantage for employers, Dr Reynders said, had been that it had had 'a beneficial effect on labour peace and a steadying influence on sound labour relations over the years'

But, he warned, there should be adequate measures to protect employers and employees against abuses and malpractices and urged that 'greater awareness' should be fostered among blacks.

TRAINING FM 8/10/82  
**Shop steward focus**

134  
Shop steward training has been a key element in the emerging unions' increasingly sophisticated approach towards industrial relations (IR) training. However, one of the country's largest established unions now appears to have taken a leaf out of their book.

The 39 000-member SA Iron, Steel and Allied Workers' Union, an affiliate of the all-white SA Confederation of Labour, is preparing a comprehensive training programme for its shop stewards. It wants to give them a thorough knowledge of many aspects of collective bargaining, and subjects they will be taught include economics, industrial sociology, psychology and labour law.

This shift of emphasis to training shop stewards (the union has already provided IR training for its full-time organisers and officials) is significant. Established unions have in the past paid relatively little attention to upgrading the IR skills of their shop stewards. One reason for this is that collective bargaining agreements have been centralised at national or industry level. The task of monitoring and administering such agreements has tended to be carried out by officials employed by the unions.

---

Emerging unions, however, have recognised shop stewards as a vital leadership group. These unions have lacked the resources to employ many fulltime officials and have placed great emphasis on plant-level bargaining. Their shop stewards have, therefore, constituted the unions' frontline of leadership in day-to-day dealings with employers over a wide range of issues. Much attention has been paid in providing them with the necessary IR skills.

This approach has yielded dividends and officials of the SA Iron, Steel and Allied Workers' Union say they now realise that shop steward training has become essential in the new labour relations dispensation.



# No rises

# — Sats

# workers

CAPE TOWN 21/10/82 (134)

# warned

**Own Correspondent JOHANNESBURG.** — As South African Transport Services (Sats) heads for an estimated R500-million loss this year, the Minister of Transport Affairs has warned employees not to expect pay rises if retrenchments are to be avoided

In an interview yesterday Mr Hendrik Schoeman, warned that road and rail tariff rises would be announced shortly. They would come into effect in January

He said that traffic volumes had dropped dramatically because of the

economic downswing. Losses were exceeding R30-million a month

The deficit could reach R500 million by the close of the financial year the minister predicted

Sats 280 000 workers — 115 000 white — would probably get no increases next April because of the worsening financial plight of Sats

As an alternative to laying off valuable skilled workers we would rather weather the storm by withholding increases next year' said Mr Schoeman

Mr Schoeman said the extent of the tariff increases was still being discussed and he would make an announcement as soon as a final decision had been taken

### 15pc rise?

It has been speculated that tariff rises will average 15 percent. That was how much tariffs rose in April this year

Discussions with railway union leaders about pay were being held, the minister added

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich said not giving pay rises would be "unacceptable" to railway unions and "grossly unfair"

He said railway tariff increases would raise the prices of nearly all products. The petrol price was expected to go up in January "and we have just had a huge bread

ing fast and a further sharp fall without some compensation is unacceptable to the unions" Mr Zurich said

He also said the minister would have to be careful not to raise tariffs to a level where customers would be forced to use alternative road transport

Too much traffic had already been lost to road-hauliers

Two months ago, Mr Schoeman announced an attempt to cut operating costs by sharply reducing overtime and Sunday time

In addition certain un-economic urban passenger train services were discontinued

But railway authorities claim this could have compensated only marginally for the huge traffic loss, particularly of imports and exports since the beginning of the financial year in March

The minister said iron ore traffic alone had dropped by 40 per cent

The PFP's finance spokesman, Mr Harry Schwarz said a new round of higher railway tariffs would create a substantial wave of inflation.

"Stagflation" (little or no growth, and high inflation) afflicting the country would get worse he warned

The higher tariffs will make January a month of shocks for the economy

### Fuel rise?

Escom tariffs are to be raised by about 17 per cent from January — this

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April this year  
Discussions with rail-  
way union leaders about  
pay were being held, the  
minister added

The chairman of the  
Federal Consultative  
Council of Railway Staff  
Associations, Mr Jimmy  
Zurich, said not giving  
pay rises would be "un-  
acceptable" to railway  
unions and "grossly un-  
fair"

He said railway tariff  
increases would raise the  
prices of nearly all pro-  
ducts, the petrol price  
was expected to go up in  
January, "and we have  
just had a huge bread  
price rise and a 25  
percent hike in general  
sales tax"

The living standards of  
railway workers are fall-

ore traffic alone had  
dropped by 40 per cent.

The PFP's finance  
spokesman, Mr Harry  
Schwarz, said a new  
round of higher railway  
tariffs would create a sub-  
stantial wave of inflation  
"Stagflation" (little or  
no growth, and high infla-  
tion) afflicting the coun-  
try would get worse he  
warned

The higher tariffs will  
make January a month of  
shocks for the economy

**Fuel rise?**

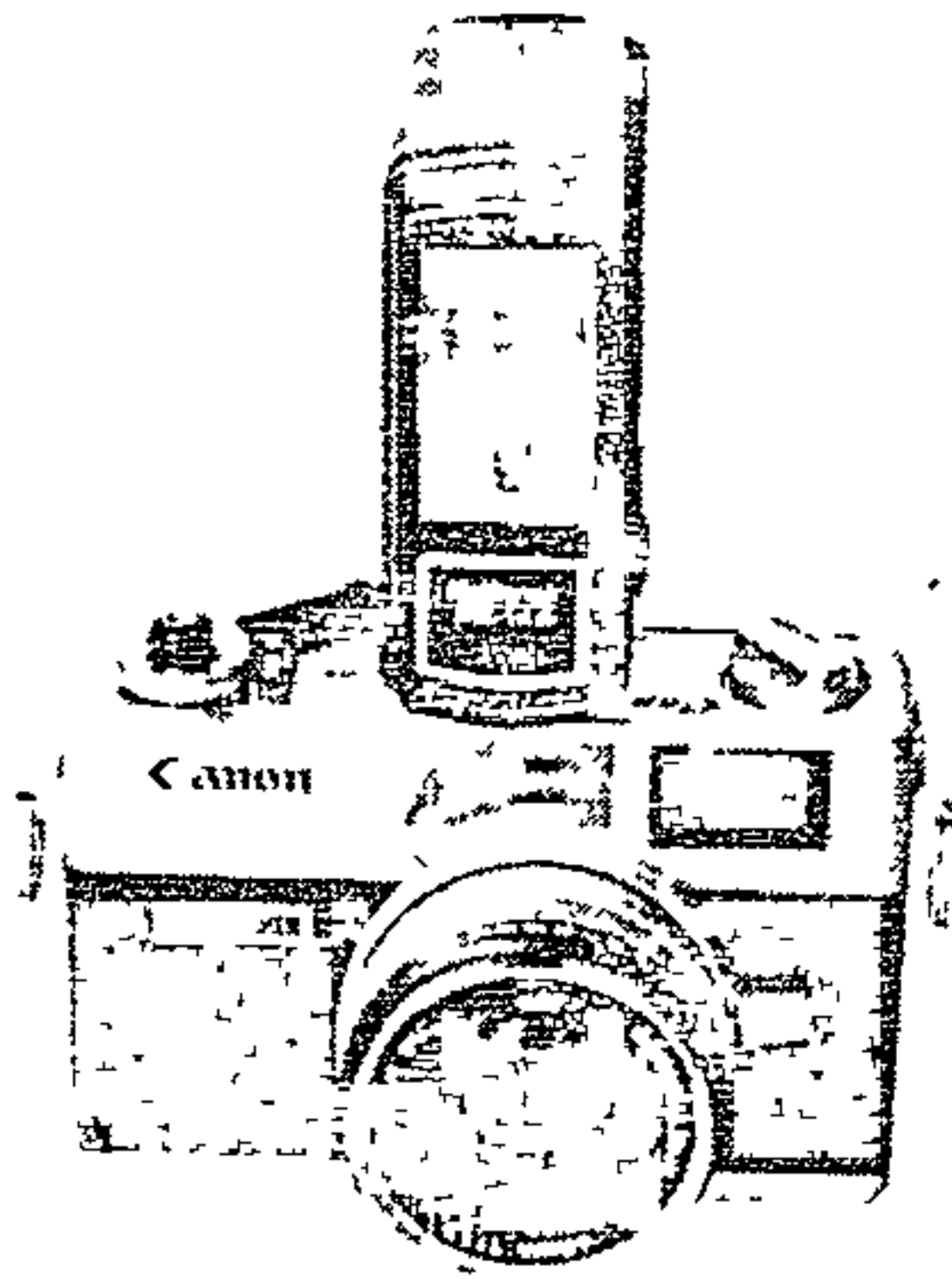
Escom tariffs are to be  
raised by about 17 per-  
cent from January — this  
is a major reason for Sats'  
plight

There is speculation,  
too, that the price of fuel  
will also be raised, if not  
in January then early in  
the new year

And another coal price  
increase is on the cards,  
say sources in Pretoria

Two weeks ago, the Min-  
ister of Mineral and Ener-  
gy Affairs, Mr Piet du  
Plessis, said there would  
be no petrol price rise be-  
fore Christmas

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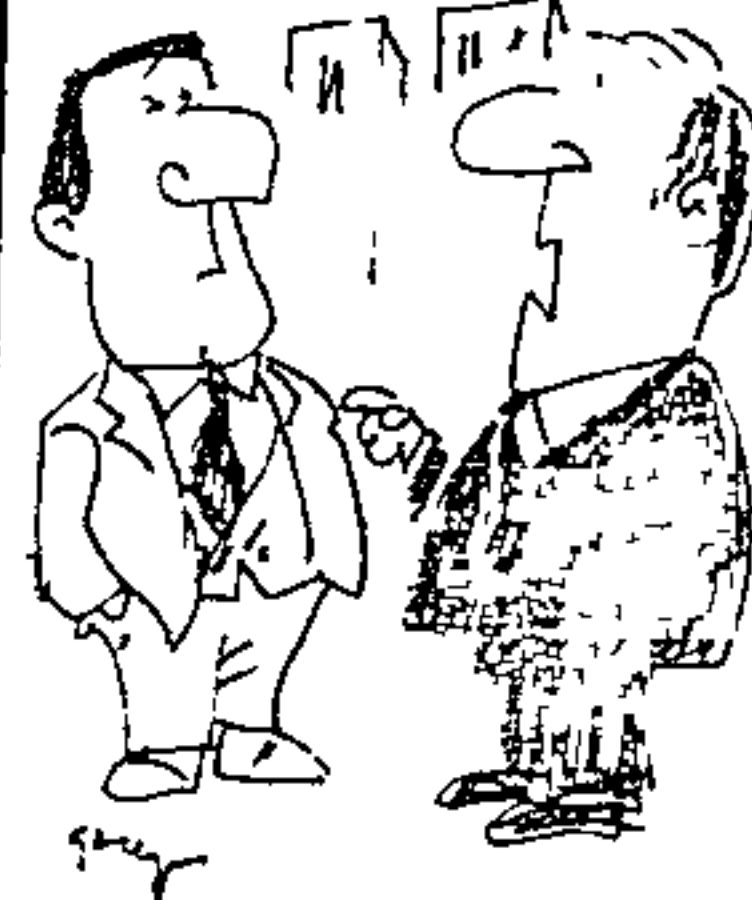
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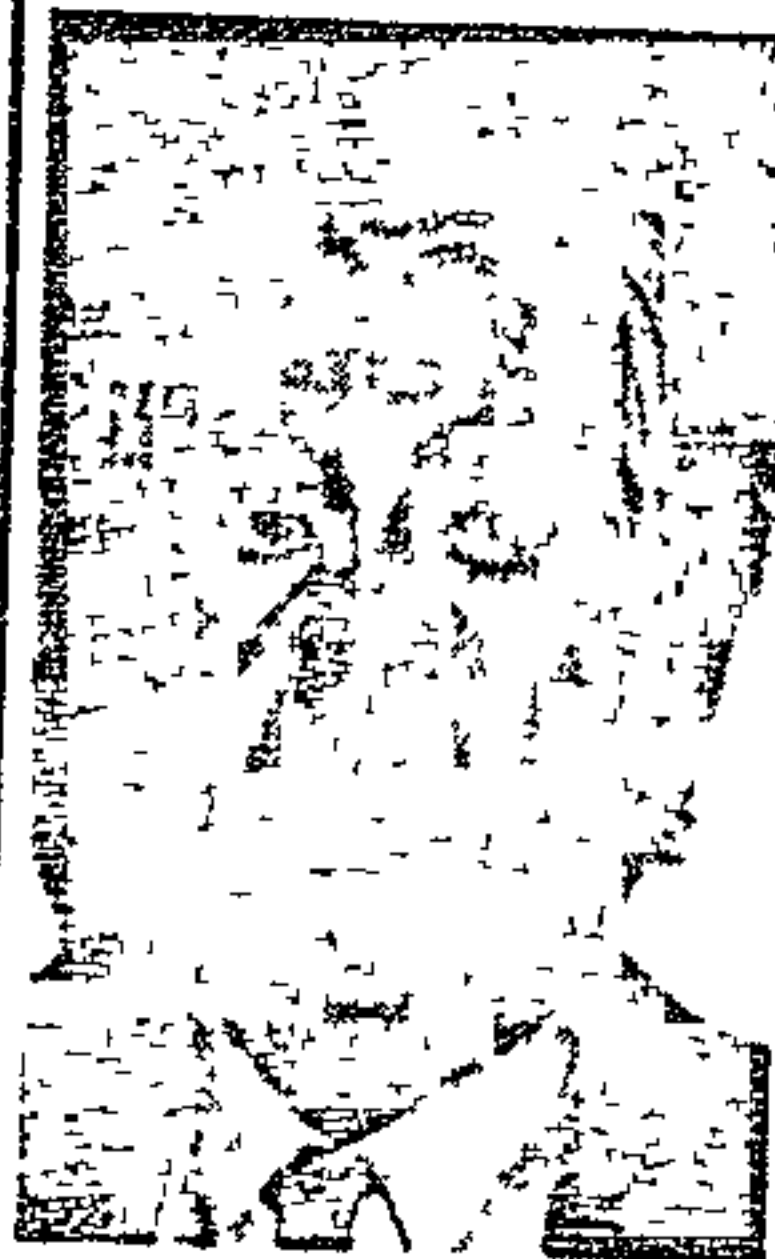
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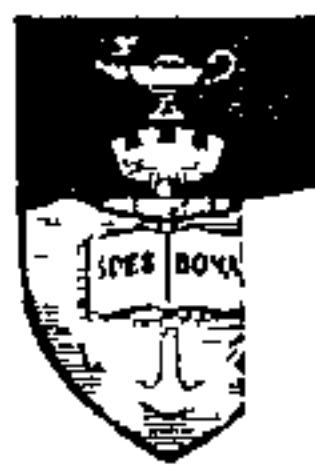
"What I want to know  
is if we help PW to  
counter Dr Treurnicht,  
who's going to help  
us counter PW?"



Mr John de Lorean

INSI  
The spirit on the  
the contrary in  
Newspaper Press





UNIVERSITY OF CAPE TOWN

# Militant unions are 'no monster' says Tucsa

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**Labour Reporter**  
IT WAS almost certain, in the South African context, that some of the more militant black and coloured unions would have political aspirations coupled with trade union and economic aspirations, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said today

Mr Grobbelaar was addressing delegates at the annual conference of the Building Industries Federation of South Africa

"If we have some elements of a militant black labour movement developing in South Africa, then we should not too easily discern this as being a monster of unmanageable proportions. It is only basically a creation of our South African society, and because of the new sense of priorities which I perceive beginning in South Africa, we should be giving some hard thoughts as to how

we can accommodate and reconcile this creation in our disparate society," Mr Grobbelaar said

**IMPORTANT**

He suggested that Tucsa would play an important role in accommodating and reconciling the interests of "a more militant labour movement in South Africa"

Tucsa's major task for the foreseeable future would be to bring together unions from "both extremes and also those in between", to provide a platform for these disparate views, Mr Grobbelaar said

He hoped this initiative would lead towards "labour speaking with a united voice"

"Tucsa's objective will therefore be that of holding the middle ground, and by a process of consensus, it will become the major voice in South Africa for constructive change," Mr Grobbelaar said

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
2	20	
Examiners' Initials	J.W.	

**NOTE CAREFULLY**

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

**WARNING**

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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Rbm 29/10/82

# Railwaymen to demand assurance on pay policy

Pretoria Bureau

THE representatives of the 10 railway trade unions will demand a clear statement on railway pay policy from the Minister of Transport Affairs, Mr Hendrik Schoeman, at a meeting in Pretoria next week.

The meeting, between the Minister and the Federal Council of Railway Staff Associations, has been advanced by two weeks because of the urgency of this and other critical issues resulting from the continued economic slowdown, and the railways' worsening financial plight.

Railway union leaders were startled by the announcement 10 days ago by Mr Schoeman that railway workers could forget about pay adjustments next April unless there was an improvement in the financial position of the SA Transport Services.

During the first five months of the financial year, losses amounted to R130-million.

Losses will grow during the three worst revenue earning months of the year — November, December and January — and by the end of March the total loss could be approaching R500-million.

The chairman of the federal council, Mr Jimmy Zurich confirmed yesterday the pay issue would be on the agenda for next Friday's meeting with the Minister.

"If, because of the administration's financial troubles, the Minister will have insufficient funds to give us increases in April, we want to know from him just when we can expect relief from the crippling burden of inflation, and its devastating effect on the living standards of all railway workers."

Mr Zurich said economy measures to reduce losses would be discussed.

"But there is no question of salary cuts or the loss of the thirteenth cheque. Before we would even consider this the administration would have to be on the brink of a disaster — and that position has certainly not arisen yet."

Mr Zurich said so far economy measures had included the laying off of pensioners and part time workers.

"However we do not expect and the Minister indicated this to the Rand Daily Mail that there will be sackings of permanent staff."

Mr Zurich said he would seek a reiteration of this assurance at next week's meeting.

"We know the railways are under great pressure and we will co-operate to the full in easing this pressure, but the basic rights of the workers must be protected from hasty and unwise actions," Mr Zurich added.



the only large aircraft can cover the 4000 km the mid-Atlantic island of Stanley and land at Port Stan-

aircraft refuel twice in meaning that three take every one that lands in the nds

ey find, as is not uncommon unpredictable weather landing at Stanley im- e, pilots have no other air- the area to which they can

must then make the long ack to Ascension, an abor- and trip of up to 25 hours - long term, military plan- re see the British garrison islands being reduced to 000 men, of which half e ground combat forces uld use the empty inland valuable training ry commanders would to keep several frigates least one submarine in is waters and a mixture oms and Harrier jump- air defence

it would not give report- ort Stanley a figure for re defence costs of the s 'It's going to be an ex- commitment, but one can bear,' he said t contrast with the military - constitutional future of ds has been much less ly thought out

Hunt, the governor the s expelled, returned in h the new title of civil oner - a gesture intend- onize the intention to stitutional changes and o end the islands' colo-

at those changes might s says he does not know anders he says, would e the Falklands tied iv to Britain even for -porated as a political- part of the United sapa-Reuter

# irm

each me anything new It's s just a question of having e of humour and not ar- g back"

John Enright, patrolling e-ers in the West End, s Only experience can ou how to handle people alm down the angry mo- " he said "A lot of it is common sense Motorists e difficult sometimes. It to me that they are the -no need to be taught hu- -awareness not us"



A black miner drills for gold

By RICHARD LANDER

JOHANNESBURG — After firmly making their mark in the manufacturing industry, South Africa's black trade unions are now gearing up to capture their most coveted prize — the organization of the nation's black gold miners

The task is an immense one — there are more than 450 000 black mineworkers — and one that could prove crucial for an industry whose fortunes decide whether the South African economy booms or slumps

For the first time in its 95-year history, the Chamber of Mines, which groups the major mining houses, has recognized one trade union to represent non-white workers and has allowed others to enter mine compounds to recruit members

For many black South Africans the mines have long been the cutting edge of apartheid

Since mining began in the 19th century the industry has relied on black contract labour recruited from the countryside and neighbouring countries to dig, hack and collect the ore-bearing rock while the skilled tasks of blasting and managing were kept for whites

While white miners developed strong craft unions to protect their jobs the mines until recently had refused to recognize black worker groups

Then last July at least 10 black workers died at six mines and more than 1 000 were sacked after rioting at six mines the worst disturbances the industry had seen since the mid-1970s

Officials of the fledgling unions

ascribed the riots to dissatisfaction with the 12 percent pay rise awarded by the Chamber, with workers unable to voice their grievances peacefully through any bargaining process

They now hope the decision to recognize a trade union representing black workers means that future disputes concerning pay and conditions could be settled around a table between union and chambers representatives, rather than across a mine compound between angry miners and armed security guards

The officials are under no illusion that the mines can be unionized on a large scale overnight

"We're just creating the negotiating machinery and a group of black organizers now We haven't even started recruiting yet" said Mr Ike van der Walt, general secretary of the Federated Mining, Explosives and Chemical Employees' Union which made the breakthrough recognition agreement with the chambers

### Encouraged

Mr Van der Walt said he was encouraged by the Chamber's move to recognize his union, but said the employers still remain very cautious about union dealings

His views were echoed by Mr Cyril Ramaphosa black organizer of the National Union of Mineworkers which was formed this year in response to the July riots and has also been given permission to recruit in the mines

The chambers do not really know what will happen Mr Ramaphosa said It's a new phase for them and they're reading very softly

A spokesman for the Chamber

# Black gold miners set to form own trade union

CAPL TIM B

5/11/82

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emphasized it had an open attitude towards black unionism

"We don't believe in putting up barriers towards unions, but we don't think it's our job to help them set up We want to deal with independent unions," he said

"We will deal with unions that can show us that they represent a significant proportion of a group of workers at one or more mines," the spokesman said

The chambers's attitude is generally seen as realistic, particularly in view of the spread of black unions in the manufacturing and retail sectors

As in those areas, the chambers may have to face up to strikes and stoppages as workers begin to press their claims for better wages and conditions

However, it could be the black unions themselves that face the biggest problem Apart from the huge physical chore of recruiting almost 500 000 workers, black union officials are worried about their relations with white unions

They are eager to narrow the wage gap with white workers, but black miners have found their white colleagues more determined than ever to hang on to their exclusive rights to skilled jobs granted by law after a strike in 1922 against cheap black labour being used in the mines

The unions may find many miners who are working on one-year contracts reluctant to join close observers of the industry said

With virtually all the black miners brought to the mines on contract, lodged in hostels hundreds of kilometres away from their families many might not see any long-term benefit from joining a union especially if it meant possibly taking part in a prolonged strike — Sapa Reuter

FM 5/11/82  
LABOUR MATTERS

## Contract cancelled

Even the strongest critics of the Federation of SA Trade Unions (Fosatu) should draw no comfort from the University of the Witwatersrand's cancellation of a pioneering education course for Fosatu unionists. The first course was held in November 1980 and a contract Fosatu signed with Wits in July last year gave the union group- ing a veto right over who could participate. The university, however, believes the course should no longer be open to one particular group of potential students. It has given Fosatu three months' notice that the contract is being cancelled.

Fosatu has criticised this decision, arguing that Wits has allowed Anglo American a similar right of veto in a contract the corporation has with the university for a programme to train black matriculants. Fosatu says it is willing to open the course to like-minded unions, but is opposed to participation by "racist and undemocratic unions".

The university's vice chancellor Professor D J du Plessis, says Wits believes that the courses it offers should be available to all potential students. However, it is

willing to allow certain closed courses to be run on an experimental basis for a specific period. In the case of the Anglo contract the corporation was paying a large amount of money for a novel experiment to prepare people from a deprived background for careers in commerce and engineering. This programme, he says, is far more complicated to structure than the Fosatu course.

He says the university realised there were good reasons for the exclusive nature of this programme in its initial stages. But Anglo is well aware that the university is expecting its programme to be opened up to all potential students once the experimental stage has passed, he adds.

A Fosatu spokesman replies that the course for unionists was still very much in an experimental stage. It was a unique experiment in training skilled and semi-skilled workers, exposing them to subjects like history, sociology and economics. He complains that the decision by Wits to cancel the contract was an arbitrary one because Fosatu was willing to discuss various options with it. The federation will now set up an alternative course.

Du Plessis, on the other hand, maintains that the course has already had an experimental period of two years. "We are not locking them out. But we do believe the course should be an open one because this is an open university. There is a matter of principle involved here."



# MD calls for law on 'equal amenities'

Cape Times 8/10/82

Cape Times 8/4/82

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134

Staff Reporter

FAR-REACHING changes in labour relations have been recommended to the Community Relations Committee of the President's Council by Mr P E Streicher, managing director of SA Manganese Amcor

In a report released last week on submissions which he made to the committee on Monday, Mr Streicher, also a member of the Mineral Advice Committee of the Department of Mineral and Energy Affairs, said most South Africans favoured peaceful change

"If the politicians carry out their promises we will



Mr P E Streicher

do our share in the industry," he said

"We appreciate that the bureaucratic system is slow-moving, but state officials are not receiving clear guidelines which in the short term may not be politically convenient but in the long run will improve labour relations"

He called for workers on the same grade to be granted access to the same amenities, otherwise labour relations would be undermined. Laws on separate amenities should be replaced by laws on equal amenities, he said

"It cannot be over-emphasized that the business leader must gain his workers' confidence by accepting their right to negotiate industrial differences, their right to legal strikes, promotion based on merit, equal pay for equal work, training and security benefits. This will put the manager in the position of a change agent"

He said that pass laws and influx control were "hard to justify" as they were seen as the infringement of the individual's freedom

"But I believe that some sort of influx control should be negotiated with the black local authorities. I also believe that the worker has the right to belong to the trade union of his choice. If businesses maintain an honest and open relationship with the union it can only be beneficial to labour relations"

## Shift in emphasis

Mr Streicher criticized the education system, saying it had to shift its emphasis from differences among people (andersheid) to their equality (eendersheid). Educational standards and facilities had to be equal for all races

"While our educational establishments are producing academics we need technicians

"Technical schools and technikons should get much more support and vocational education must be instituted as soon as possible. To achieve this there must be much closer liaison between educational institutions and industry"

He said it was a "miracle" that there were "so few" strikes in South Africa

"Free enterprise is a foreign concept in our education system. Concepts such as labour costs, mechanization and long-term profits are foreign concepts to trade union officials and Greek to members"

Cape Times 10/11/82 (134) (128) (329) (354)

# Tears as Fine is freed

Own Correspondent

JOHANNESBURG — A packed public gallery burst into applause, and some spectators shed tears yesterday after trade unionist Mr Allan Fine was acquitted in the Johannesburg Regional Court of charge under the Terrorism and Internal Security Acts.

Mr W Rosch acquitted Mr Fine, a 30-year-old official of a registered liquor and catering workers' union, after finding that the State had failed to prove he had intended to assist the banned African National Congress (ANC) by secretly sending information to an official of the exiled SA Congress of Trade Unions.

One of Mr Rosch's findings was that Mr Fine's participation in consumer boycotts did not mean he was working for the ANC and that he may have sent information to SACTU secretly because he feared banning or detention without trial.

The verdict ends more

than a year's imprisonment for Mr Fine, who was detained last September under security legislation. Since then, he has either been detained without trial or held as an awaiting-trial prisoner.

Friends, relatives and trade union colleagues cheered and hugged each other after Mr Rosch completed his verdict and Mr Fine was led away from the dock by police before being released.

In his judgment, Mr Rosch noted it was common cause that Mr Fine had sent information on labour developments to a Botswana-based SACTU official, Mrs Jeanette Schoon, by means of "dead-letter boxes".

Although it was agreed that SACTU was not an illegal body, it was alleged that there was a conspiracy between SACTU and the ANC to overthrow the State by violent means and Mr Fine was therefore guilty of terrorism.

A second charge, under the Internal Security Act,

alleged that by sending information to Mrs Schoon, Mr Fine had furthered the ANC's aims.

Mr Rosch found there was indeed a conspiracy between SACTU and the ANC to overthrow the State and added that SACTU engaged in both legal and illegal activities.

But there was no *prima facie* evidence before the court that Mr Fine's actions were in themselves "terroristic" and it had thus been up to the State to prove "beyond reasonable doubt" that Mr Fine was furthering the aims of the ANC.

Most of the information sent to SACTU had been publicly available.

There was no evidence that it had been sent with "ulterior motives" and, because of a lack of knowledge of SACTU activities inside the country, it was not known to what use the information had been put.

On the use of a code to communicate with Mrs Schoon, Mr Rosch found

this was either because he was "under her discipline" or because he feared police action. It was the court's duty to accept the "more favourable possibility" and acquit Mr Fine, he said.

The court had been "hampered" in determining the use to which the information sent by Mr Fine had been put by a lack of information inside the country about SACTU activities.

Mr Rosch found there was no evidence that Mr Fine had taken part in consumer boycotts and other union activities at the request of SACTU.

Mr Fine had sometimes contradicted himself in his evidence and had also been "childishly naive" about SACTU's aims, but he had been "frank and honest" about his political beliefs and other aspects, Mr Rosch said.

He had been impressed by the evidence of State witnesses, including that of a security policeman, Major Craig Williamson.



# Closed shops likely to

APRIL 1982

MYRA MARK.

# remain area of conflict

(PART 2)

THE CLOSED SHOP is one of the most contentious issues within labour and has been the subject of intensive debate by both employers and trade unions. Essentially, the closed shop bars an employer from employing workers who do not belong to a particular trade union and, at the same time, forces workers to belong to the trade union concerned.

In 1980 the National Manpower Commission (NMC) estimated that 230 000 employees in South Africa were affected by closed-shop agreements. It also found that out of 94 Industrial Council agreements 57 contained closed-shop clauses.

By

Ian Bissell  
Labour Reporter

At present the closed-shop principle is the focus of an Industrial Court action brought by Grafton Everest, a Natal furniture manufacturer. The company found itself caught in a situation where three of its long-service black employees had refused to join the established National Union of Furniture and Allied Workers of SA.

In enforcing the Natal furniture industries' closed-shop agreement the Industrial Council called on Grafton to fire the workers. However, the company decided to take the matter to the Industrial Court in a bid to get a ruling on the fairness of the closed shop.

## Imported

The closed shop, like many other union practices in South Africa, has been imported from Britain where it was introduced about 200 years ago by trade unions as a protective measure in the hostile environment in which they found themselves.

The unions found it difficult in recruiting, retaining and disciplining their members in the face of resistance of employers and fear of victimisation on the part of workers. Competing trade unions also frustrated a union's efforts to recruit and retain members.

The closed shop helped the unions to cope with these problems. It enabled them to acquire a large membership without putting a disproportionate effort into recruiting and thereby strengthened the unions' financial position.

## Restrictive

Although the closed shop is cherished by overseas trade-unionists as a hard won right, in South Africa it has long been the subject of harsh criticism.

Established unions have been criticised for using closed-shop agreements to reserve particular jobs for select race groups and more recently, to obtain black members. Closed shops have also been seen as a restriction on the individual's freedom of association.

In its report on closed shops the NMC stated that the closed shop was a long established practice in this country and its retention would have more advantages than disadvantages, but if such agreements were applied 'without restraint or control' a variety of malpractices or abuses would occur, especially in South Africa with its different races.

It recommended that

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...tax care should be taken to ensure that provisions would no longer occur in Industrial Council agreements whereby employers were obliged to give preference to trade-union members in employing workers.

After much deliberation the Government decided to allow the closed shop to remain but has introduced legislation which gives newly recruited workers a 90-day period of grace before having to join a trade union party to a closed-shop agreement.

The issue, though, is a complex one and there are strong arguments in favour of the closed shop.

The general secretary of the 37 000 member SA Typographical Union, Mr E van Tonder, said it enabled the union to weed out 'free riders' — those who did not pay union dues and yet benefited from the benefits won by the union in its negotiations with employers.

Mr Frankie Hansa, the general secretary of the 48 000-member Garment Workers' Industrial Union (Natal) said the closed shop prevented employers in 'bad times' getting rid of union members and employing 'scab' labour.

Closed-shop unions argue that it provides a suitable framework for collective bargaining and strengthens the representative capacity of the unions.

Mr Richard Savage, chairman of the Natal Clothing Manufacturers' Association, which is governed by a 'partial' closed shop, said it was particularly useful at present with 'various unions springing up for black workers which could disrupt the industry'.

The closed shop, he argued, maintained industrial peace and enabled negotiations to continue 'cordially' at the Industrial Council.

But leaders of the emerging non-racial trade unions have criticised the established unions for using closed-shop agreements to obtain a large probably unwilling, black membership.

They have claimed that shortly after black workers were granted trade union rights some established trade unions merely amended their closed-shop agreements to include them. In one known case a letter was circulated to all employers by the Industrial Council informing them that they now had to deduct union dues from their black employees.

These unions have denied the co option of

black workers into the union, saying the workers had been given the opportunity to choose whether they wanted to belong to the union and the 'overwhelming' majority subsequently joined.

However, it would appear that a number of established unions more than doubled their membership in the wake of the new labour dispensation.

When existing closed-shop agreements were signed the unions did represent a majority of the workers in a particular industry but in the wake of black workers being granted union rights it is possible that they no longer reflect the views and aspirations of their members.

The closed shop, though, has not been completely dismissed by the emerging trade unions. The Fosatu affiliated National Union of Textile Workers has been asked by textile workers in an Eastern Cape factory to negotiate a 'union shop' agreement.

## Democratic

The NUTW argues that unlike the closed shop the unions shop is democratically instituted. The 'union shop' agreement, it says provides for it to be tested annually by means of a worker ballot and it can therefore be dissolved by the workers involved.

Nevertheless, closed-shop agreements in their present form will continue to come under fire from the emerging trade unions and in the future are likely to be an area of conflict.



# Trade unions' 'important role' in free market

ARGUS 16/11/82 134

**Argus Bureau**  
**PORT ELIZABETH** — The "establishment" in the South African society should question and change its negative stereotypes about trade unions and appreciate its role in the evaluation of our society, Professor Roux van der Merwe, a labour relations expert, said here

Professor van der Merwe, who holds the Volkswagen chair of Industrial Relations at the University of Port Elizabeth and who is a member of the National Manpower Commission, was speaking at the Cape Provincial congress of the Progressive Federal Party

## Competitive

In a paper titled Labour Relations And The Future Of Free Enterprise, he said that rather than rejecting trade unions or trying to control or to co-opt them into allies of management, they should be recognised as "one of the fundamental competitive elements of a free enterprise society and an important part of its regulatory mechanisms"

## Freedom

"If this is accepted, then emergent trade unions are more likely to avoid an anti-establishment stand. They may come to realise that unless they accept their role as part of a free democratic free market

they will inevitably lose out in the ensuing political struggle"

History shows that where trade unions directly challenge governments in politics of the capitalist or communist type, they lose their freedom

"The subject is intrinsically difficult. Bedevilling it all is also the generally negative image of trade unions in most levels of white South African society, sustained or aided by a media emphasis on a mainly gloomy conflictual picture

## "Misguided"

"The trade union is at best seen as irresponsible and misguided. It does not seem to understand the need for all to pull together as a team

"At worst it is seen in outlaw terms, if not actually communist and revolutionary, then certainly left-wing and dangerous

"It needs, at best, to be communicated with and educated in the error of its ways. At worst it needs to be met with implacable resistance and rooted out by force of necessary

"However, if we seek to be constructive, we should rather be asking what its role should be and what is needed for such a role to be realised, especially in the context of the evolution of our society

"Trade unions, as we know them, are only possible in a capitalist democratic society. Not only is their own internal structure democratic, but when a society accepts their presence, it is in fact devolving political and economic power to the lowest possible level, individuals at the workplace"

## Eliminate

Professor van der Merwe added that in many capitalist societies the temptation was there to control, or limit or smash the power of trade unions

In South Africa the years 1956 to 1970 saw the most systematic efforts to eliminate black trade unions and in cold unqualified figures these efforts were successful. Total membership dropped from 15 percent of manufacturing employment to three percent

## Conflicts

But running counter to this decline was the growing real power of black workers in an economy increasingly dependent on their labour, but in a political structure that increasing denied them any expression

The pressures generated resulted in a number of explosions. Sharpeville in 1960, the 1973 strikes, the 1976 schools boycott and the Soweto riots

Conflicts developing between the labour movement and employers within new labour dispensations had "regrettably" produced another familiar yet particularly unfortunate reaction by the State, namely police intervention and harassment

Professor van der Merwe warned that there could be no tidy solutions

"All that can be said is that as the parties concerned are inter-dependent and have the power to hurt each other, they would all (and this includes the State) be well-advised to opt for negotiation rather than confrontation"

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# Council workers' row referred for arbitration

Labour Reporter

THE dispute between Durban City Council and the Durban Municipal Employees Society over the grading of foremen and assistant foremen has been referred to the Industrial Court for arbitration, union sources said yesterday

The row threatened to erupt into a mass walk-out by middle management in September

The general secretary of the society, Mr J J Maree said yesterday the Conciliation Board which sat on Tuesday failed to settle the dispute and it was decided to refer the matter to the Industrial Court for arbitration

Because the dispute involves employees working in essential services, who are not allowed to strike by law, and because it was not settled by the Conciliation Board consisting of an equal number of employee and employer representatives, it is compulsory to refer it to arbitration

The dispute revolves around the special higher grades created about 18 months ago for 41 foremen and assistant

foremen in a section of the electricity department

The special grades were introduced because the 41 employees work with high tension live voltage, they are called out regularly in all conditions and work long hours carrying out emergency repairs

The society had asked the council to upgrade all the wages of foremen and assistant foremen to the higher grades but the council decided instead to downgrade the special grades

Mr Maree said council representatives had offered to hold the 41 employees at their present wages over two wage increases until the rest of the foremen and assistant foremen caught up, but this was not acceptable to the society

He charged that the wages of municipal employees in Durban were not on a par with comparable municipalities such as Cape Town and Pretoria.

The Town Clerk, Mr Gordon Haygarth, who was a member of the Conciliation Board, refused to comment yesterday saying the board's proceedings were secret

Maree 18/11/72

134 S. Times 21/11/82

# Only 12% are in unions

IN spite of the rapid growth of trade-union membership in South Africa, only 12% of the country's economically active population of 9.4-million are union members.

A study by McGregor's "Who Owns Whom" of the country's trade unions, co-operatives and control

boards reveals that union membership is highest among the whites (31.19% of economically active whites), followed by Indians (30.23%), coloureds (24.16%) and blacks (4.04%)

In terms of total union membership, 52% of members are white, 23% black,

18% coloured and 7% Indian.

The analysis supplies names, addresses, telephone numbers and members of 27 control boards, as well as names, main activities, addresses and directors of 15% of the country's 540 co-operatives. The remaining 85% failed to respond

He also sees many homeland Blacks coming to the 'white' urban areas illegally, and to work illegally, and they and their employers finding it profitable to flout the law.



## Disabled skydiver first in Africa

HRARE — A Harare man, Mr Neville Schwartz, 29 became Africa's first paraplegic skydiver on Saturday when he plunged 1 000m into a lake 've never felt better' he said after he was hauled aboard a rescue boat and handed a bottle of bubbly soon after completing his jump into Lake McIlwaine near Harare  
r Schwartz lost the use of both legs through polio. He was treated at St Giles Rehabilitation Centre in Harare until he left for England nearly 20 years ago. He returned to Zimbabwe last year and, while watching parachutists floating down recently, he decided he wanted to try the sport. So far his jump has raised several thousand rand for St Giles and several of the centre's patients were present to watch the big jump. r Schwartz, who completed his jump after only two days' training, said he hoped to do it again soon. He is chairman of the Mashonaland Skydiving Club, Mr Paul Hogan, said as far as he knew Mr Schwartz was the second paraplegic ever to have skydived. The first was in the United States last year.

## 'e' Stalin

mass purges carried out by out of a new edition of the viet Union just published in

rn historians believe up to and millions more died in 1956 by a Communist Party ality"

h point of criticism, Stalin Now the authoritative one-t Union — prepared last — has finally deleted all s of socialist legality and the 1930s — Sapa-Reuter

# Labour Week By STEVE FRIEDMAN

## Crucial day for miners

### Unions face up

TODAY could prove crucial to future labour relations on the mines

The new Confederation of Mine Associations and Unions is to decide whether to admit the Federated Mining Explosives and Chemical Workers Union (FMECWU) which represents coloured and black workers

The new body was formed recently and brought together mine unions and two of three officials' associations

Up to now, the worker body bargaining with the Chamber of Mines has been the all-white Council of Mining Unions

Pay for the country's 500 000 black miners has been set by the mines without any bargaining

The two officials' unions which joined are multiracial, and it was assumed that, because the move brought them into the same group as unions such as the all-white Mine Workers Union, it had opened the way to multi-race mine bargaining

So a vista opened up in which unions with black members would join the new body negotiate with the chamber, and blacks would have a say in their conditions in the industry for the first time

But now snags have emerged

Unions must be admitted to the new body by a two-thirds majority, union voting strength is based on membership — and the MWU is the biggest union

But Rightwing unions would still need support from outside their ranks to keep a new union out

Imagine, then the alarm of some mine unionists when they were to learn that the Rightwing was an unlikely voting ally in Tucca's multiracial Mine Surface Officials Association, which also wants to recruit blacks'

The MSOA executive wants to vote against the FMECWU and, if the MWU and its ally also do, it will not gain two-thirds support.

The reason is that the MSOA sees the FMECWU as a rival for black support

If it and the two Rightwing unions do keep the FMECWU out, they may scupper the new confederation as a multiracial bargaining forum

They would also drive the Boilermakers out and force the chamber to accept a separate channel to deal with black unions

If the FMECWU is admitted, the next test will be whether the chamber deals with the new body. It favours multi-race bargaining

but may have qualms about dealing with miners and officials in one body

If these hurdles are cleared, the question will be whether new black unions will join the new body

# Row looms over union's rejection

Star 23/1/82

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The new mining union confederation headed by Mine Workers' Union secretary Mr Arrie Paulus rejected a coloured trade union's application for membership at its executive meeting yesterday

application of the union, which recently received the go-ahead from the Chamber of Mines to recruit black miners, drew a sharp reaction from the SA Boilermakers' Society

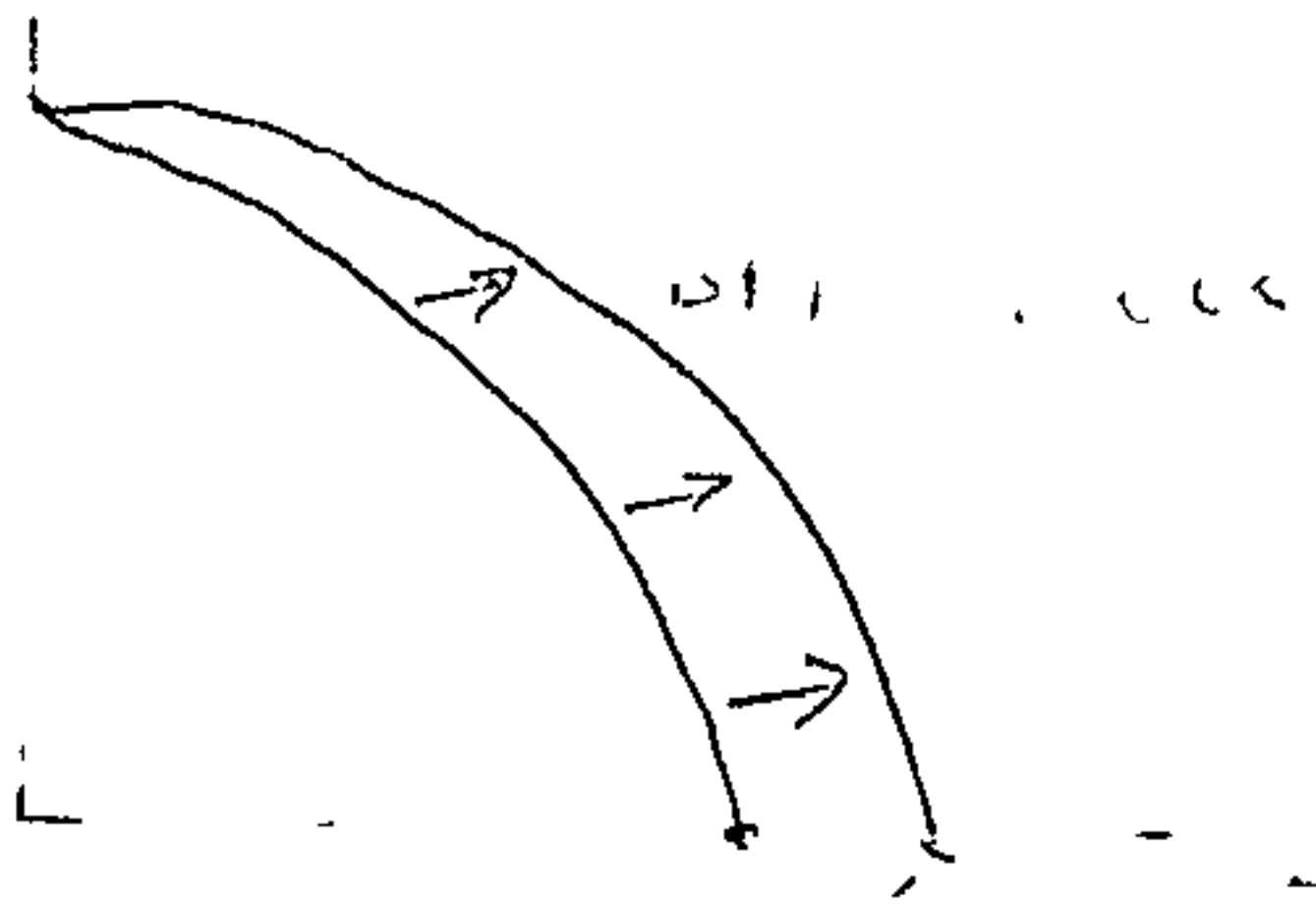
The confederation of Mine Associations and Unions which recently replaced the eight-member Council of Mining Unions and three mine officials associations, failed to get a two-thirds majority needed to admit the Federated Mining Explosives and Chemical Workers' Union. The coloured union received only 12 of the 14 votes it needed. The Mine Workers' Union and the Mine Surface Officials' Association were among the unions which did not support its application

Its general secretary Mr Ike van der Walt said it gave notice to the confederation that it would reconsider its position in the confederation because of its rejection of the coloured union's application

The Boilermakers' Society which has close links with the coloured union, is one of the major affiliates of the 432 000-member Trade Union Council of South Africa (Tucsa)

Mr Paulus, the confederation's chairman could not be contacted for comment yesterday

The rejection of the



Faint handwritten notes at the bottom of the page, including the word 'True' and other illegible scribbles.



# Gas from wood!

FARMERS and industrialists who use diesel fuel to generate power could halve their present energy costs by adopting a new wood gasification system for making producer gas from wood waste

Now being manufactured locally by Carman Industries the new gasifiers could represent a major breakthrough in attempts to reduce reliance on petrol diesel and gas fuels

Said to represent a major advance over World War 2 gasification methods the system is based on technology recently patented by its American designers worldwide

The gasifiers are expected to help farmers who rely on diesel fuels to power their machinery

With the new system a farmer will have access to a steady 100 kilowatt supply of electricity - more than enough to meet normal power requirements for pumps, generators, and other machines including household appliances

ELCENTRE Control Systems, the South African distributor of Sicamex recently had a visit from its principals in France

Three seminars were held, in Cape Town, Durban and Johannesburg

This was Levy's first visit here. During seminars he was able to clarify issues of weathering capabilities of overhead insulated cable, based on his world wide experience

The bundled overhead system has been successfully used in the mountains of South America which has similar climatic conditions to SA and in recent years in South East Asia and North America where it is extremely hot

In this extreme heat there has been no deterioration of the cable insulation material

*[Handwritten notes and scribbles, mostly illegible]*

# Paulus to lead miners' solidarity

WHAT could emerge as the toughest miners union yet is putting the final touches to its new constitution in Johannesburg this week

Assured of at least 50 000 founder members, the Confederation of Mine Unions (Camu) has absorbed the 'unpromising Council of Mining Unions which battled tooth and nail with the Chamber of Mines this year and has already signed up several "mixed" unions in the mining industry

Officials must have looked wide-eyed across the table when Camu officials led by none other than tough man, Arrie Paulus, held their introductory meeting and announced that Camu would have mixed membership

## By Lynn Carlisle

Although Paulus is still regarded to be against anything but all-white membership he is now officially the chairman of Camu

The Confederation's ranks is subject to a two third majority approval by its executive, and does not rest solely on his decision

The first real test of Camu's "liberal" policy could come this week when it is expected that discussion, and possibly even a vote, will be held over an application to join from the Coloured Federated Mining Chemical Explosives Workers Union

"We should know more about it this week. This will be a fair indication of how the wind will blow," said Ben Nicholson, deputy chairman of Camu and head of several unions in other industries

Camu, which will only consider membership of registered unions or those in the process of being granted registration, have already attracted the "mixed Mine Surface Officials Association - a founder member - and hope to get its underground counterpart, the Underground Officials Association (UOA) to join



Yanni Kimmel (left) of Elcentre Control Systems seen with René Levy general manager of Sicamex.

*[Handwritten notes at the bottom of the page, partially obscured]*

## In-house training beats staff crisis

TO overcome the acute problem of shortage of skilled manpower, and to ensure that its black staff are trained in all aspects of their work Thomas Foundry has extended its intensive and on going training programmes for all personnel

A qualified black lecturer, operating from the training centre recently built in Germiston, gives two hourly lessons twice a day in literacy and numeracy

Regular sessions are also held for all racial groups in skills training

Thomas Foundry is

now able to give training not only in respect of specific jobs and the advancement of workers in certain positions, but also to provide indepth lecturers on all aspects of foundry operation up to the highest level

A spokesman for the firm, Terry Ryan, said "We have had to provide this training ourselves, and results are already being seen in the enthusiasm of the staff at all levels

"With the shortage of skilled manpower in SA, we need to provide our own skilled workforce in order to maintain and develop high standards"



134 (32) 29/11/82 RDM

WHAT happens to mine labour relations now the new Confederation of Mine Associations and Unions has refused to admit the (black and coloured) Federated Mining, Explosives and Chemical Workers Union?

The move is certain to create problems. But it came as no surprise to learn that Cusa's National Union of Mineworkers, a newly formed black union with no links to the established mine unions, was hardly grief-stricken by the move.

NUM was worried that the confederation, if it admitted a black union, would demand the sole right to bargain for all mine workers.

This would have left NUM out in the cold unless it joined the new body and it is likely to reject joining at its first conference this coming weekend.

The decision to veto FMECWU, sources in the union argue, now leaves it free to work out a deal with the mines independently of the white-led unions.

Meanwhile, NUM is reported to be making steady progress in its recruitment drive and will begin seeking recognition at some mines fairly early in the New Year.

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# Mine unions may face split

By Tony Davis,  
Labour Reporter  
The 53 000 strong SA Boilermakers Society will decide next week whether it will continue its membership in the new mining union confederation

Last week the Confederation of Associations and Mining Unions refused to admit the black and coloured member Federated Mining, Chemical and Explosives Workers Union into its ranks

The general secretary of the Boilermakers Society, Mr Ike van der Watt, is also secretary of the FMCEWU and he told an Anglo American seminar in Johannesburg yesterday that the confederation's decision had

created difficulties for the Boilermakers.

An executive committee meeting of the union next week would decide on its future association with the confederation, he said

Mr van der Watt said he had hoped the confederation would create an opportunity to form a labour caucus made up of all workers in the mining industry

Whatever next week's executive meeting of the Boilermakers Society decided, he said he would continue to work towards establishing such a caucus.

The reason for the current dispute was the "inability on the part of some of the people involved to abandon existing structures"

and to accept new principles which were basic to sound labour relations and democratic trade unionism, Mr van der Watt said

Freedom of association was essential and many closed shop and allocation of occupation agreements would have to fall away, he said

The dispute had created a situation in which many unions in the mining industry had to re-assess their traditional roles in terms of labour relations

Although racial differences did exist, the Boilermakers adhered to a policy of non-differentiation.

"We will not recognize any differentiation when it comes to pay, conditions of employment, trade union



Mr van der Watt . . . will continue to work towards a mine labour caucus.

rights or democratic rights with a trade union," Mr van der Watt said.



# Key black mine union conference at weekend

Labour Correspondent

DECISIONS which are expected to have a vital bearing on labour relations on the mines will be taken at the first conference of the National Union of Mineworkers in Klerksdorp at the weekend.

And, in a statement announcing the meeting yesterday, the NUM, a recently-formed union for black miners, said it had already recruited 14 000 workers on the mines since it began seeking members only four months ago.

The NUM is affiliated to the Council of Unions of SA.

The conference is expected to provide a vital early indication of the attitude of unionised black miners to key labour issues in the industry.

At the conference the NUM is to take decisions on

whether it will register with the Government and on whether it will attempt to join the newly-formed Confederation of Associations and Mining Unions.

It will also decide on its relations with other mine unions, its attitude to job reservation and the Chamber of Mines's criteria for union recognition and its views on a future bargaining system for the mines, including moves to form an industrial council in the industry.

The Chamber of Mines granted the NUM access to mine property to recruit workers two months ago. Two other unions with black members have also been granted access and one has been recognised by the chamber.

In its statement, the union says it has embarked on an

"intensive recruiting campaign" and had already established contact with black mine workers before being granted access by the chamber.

The NUM says it has begun "consolidating membership" on each of the mines on which it is recruiting. Union members had begun electing shaft and branch committees and delegates from four regions would be attending the conference.

The meeting is likely to be closely watched as the union's decisions will have a vital bearing on attempts to hammer out a new bargaining structure on the mines for all races.

It is expected to reject moves to form an industrial council at this stage and to decide not to attempt to join the new confederation.

rcbm 9/12/82

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## Union to make key statement today

### Labour Correspondent

THE SA Boilermakers' Society is expected to announce today whether it will quit a new Confederation of Associations and Mining Unions (CAMU) — a move which could herald the new body's collapse

Boilermakers' general secretary Mr Ike van der Watt threatened to quit CAMU after it refused admission to the black and coloured Federated Mining, Explosives and Chemical Workers Union (FMECWU), which was established by the Boilermakers

Yesterday, the union's executive met to discuss whether to quit CAMU, but no statement was issued after the meeting

It is understood that an announcement was delayed un-

til today when FMECWU's executive meet in Kimberley to discuss the move

Mr Van der Watt flew to Kimberley last night and it is believed he will inform FMECWU's executive of the Boilermakers' decision in the hope of arriving at a joint stance

Informed sources say Mr Van der Watt has been at work "behind the scenes" since the confederation refused to admit CAMU in an attempt to "patch up" the dispute and revive prospects of all mine unions co-operating in one body, regardless of race

Meanwhile, the Chamber of Mines also met yesterday to discuss its attitude to recent labour relations developments on the mines. It will reveal its views today



# Black unions on the march in the mines

By Tony Davis,  
Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

● This year the Chamber of Mines granted access to three new unions to recruit members at the group's mines

● The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14 000 membership and growing ranks in Free State and Transvaal mines

● The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently

The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unionism

## HOSTELS

In the mining industry, the rightwing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450 000 men working in mines across the country

These unions face additional problems in organising black mineworkers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch

Organising members hinges on gaining access to the mine hostels. The Chamber of

Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject

The Cusa-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply

It is still unclear at what level the black trade unions could represent their membership

## "RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month rejected the membership of the FMECU, in what the NUM described as a "racist" action

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year.

## ARRESTS

More than 1 000 miners were dismissed and hundreds arrested, and several died during the unrest. Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions

Cape Times 10/12/82

# New union deal on mines

Own Correspondent  
DURBAN — The Chamber of Mines announced yesterday that it was prepared to recognize unregistered black trade unions

The announcement opens the way for unregistered black unions to represent the 480 000 black mineworkers

It follows a decision not to register by the National Union of Mineworkers, the only black union which has been granted access to the mines

A statement released yesterday said the chamber's executive committee had agreed that registration should no longer be a criterion for the formal recognition of the union as a "partner" in the collective bargaining process

However, the unregistered union will be required to submit an "acceptable" constitution and must prove it has recruited a "significant" proportion of employees

in the occupations it seeks to represent

It will also be required to enter into a "formal recognition agreement" which will define the categories of employees to be represented and lay down procedural rules for the "regulation" of the relationship between the union and the chamber

The chamber said the decision would considerably "simplify" procedures leading to full recognition of unions

Mr Phiroshaw Camay, general secretary of the Council of Unions of SA, to which the National Union of Mineworkers is affiliated, said "We are very glad that the chamber has revised its guidelines and become more pragmatic"

He said the union remained opposed to the chamber's insistence on the number of union members in a particular job category as a basis for recognition, but he was sure the chamber would attend to this



# New era as mines face black unions

By PHILLIP  
VAN NIEKERK  
Labour Reporter

AFTER 1982 labour relations on the mines — South Africa's key industry — will never be the same again

In July an estimated 70 000 black mineworkers went on strike against low wage increases. A week of unrest and violence, the most widespread since 1946, led to thousands of dismissals, hundreds of arrests and at least 10 deaths.

Many saw the unrest as a result of the absence of trade unions among black mineworkers and the lack of genuine bargaining channels with management.

In contrast to the sophisticated negotiating machinery for white mineworkers (and there was nearly a legal strike by white workers about wages this year), black mineworkers have never had a say in their wages or conditions of work.

But since July, the face of organized labour on the mines, which has lagged behind the manufacturing sector in the post-Wiehahn era, has rapidly changed.

Last week, the first emerging black union to organize on the mines, the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), claimed it already had 14 000 members after only four months.

## Criteria rejected

In a hard-hitting statement at its inaugural conference in Klerksdorp, the NUM said it would not register and rejected the Chamber of Mines' criteria for union recognition.

In a major policy change a few days later, the chamber announced that representative unions which refused to register could still win recognition on the mines, a distinct possibility in the next few months.

In another sign of change, the all-white union negotiating body, the Council of Mining Unions (CMU), has been disbanded and replaced by a new Confederation of Mine Associations and Unions (CMAU).

However, the CMAU — which includes Mr Arrie Paulus's right-wing Mine Workers' Union (MWU) — has refused to admit a multiracial union, the Federated Mining, Chemical and Explosives Workers' Union, and its future as a body representing all mineworkers is seriously in doubt.

Mr Paulus says his union exists to protect the white worker.

"Only a blind man cannot see that by accepting the Wiehahn Commission report and scrapping job reservation the government has sold the white worker down the drain," Mr Paulus said on Friday.

The MWU is now organizing white metal workers as well, with the aim of forming one big union for white workers.

## Polarizing

Labour on the mines seems set to become polarized.

On the one hand, the black NUM is against joining the new confederation — which it sees as a "collective bargaining front for white racist unions" — and, on the other hand, the white unions have prevented a mixed union from becoming a member of the CMAU.

In the middle is Mr Ike van der Watt, general secretary of the 56 000 strong SA Boilermakers' Society, the biggest union in the country.

While some would argue that getting the white MWU and the black NUM into the same caucus is far-fetched, Mr Van der Watt, who is determined to bring all mine unions together into a single bargaining group, believes it will be "possible, though admittedly difficult".

He believes that if the black unions are not party to the creation of a new bargaining structure on the mines from the beginning, then that structure will never be acceptable to them.

Mr Van der Watt foresees the eventual emergence of a number of black unions on the mines, all jockeying for the support of the 480 000 odd workers who have never before been unionized.

Judging by the NUM's rapid recruitment of workers, the main problem of the new unions will not be getting members, but winning concrete victories such as improving the pay and conditions of black mineworkers.

## Mining bosses

Meanwhile, the mining bosses are watching developments with interest as well as trepidation. Several, such as Anglo American's Mr Bobby Godsell, have adopted an enlightened attitude and welcomed the emergence of black unions.

But it is no secret that everyone concerned may be in for a harrowing time as the mining industry, which has a volatile history, faces far-reaching, and possibly tumultuous change.

LATE TIMES 13/12/82

EA 134

# Ciskei:

CAPL Times 18/1/82

## Union

## leaders

## raided

Own Correspondent

EAST LONDON — Ciskei security police raided the homes of a number of trade union leaders and arrested at least one union member, unionists here said yesterday

Mr Yure Mdyogolo, branch secretary of the South African Allied Workers' Union (Saawu), said his 24-year-old brother, Mr Sebenzile Mdyogolo, had been arrested in a dawn raid on his home

Mr Bonsile Norushe, branch secretary of the African Food and Canning Workers' Union, said his home was also raided

The homes of the branch secretary of the General Workers' Union (GWU), Mr David Thandani, the president of Saawu, Mr Thozamile Gqweta, and a former branch chairman of Saawu, Mr Eric Ntonga, were also raided

The commander-in-chief of Ciskei state security, Lieutenant-General Charles Sebe, said on Thursday that the Ciskei Central Intelligence Service (CCIS) together with the Sword of the Nation squad had searched the homes of several "activists" in Mdantsane since the beginning of the week.



# AXE fell on 10 000

## this year

If 1981 was a year of pension unrest in the labour arena, 1982 was the year of the retrenchments.

Wage disputes flared throughout industrial and agricultural South Africa in 1982, writes Labour Reporter Tony Davis, and 1983 promises to be another active year in labour relations.

More than 10 000 workers were laid off during the past 12 months and, as firms shut down for the holiday season, there are fears that the axe will fall on many more.

Few industries were immune to the effects of the countrywide depression, but hardest hit were the engineering, clothing and motor industries. Even State-controlled giants such as Iscor and the South African Transport Services retrenched many workers

Other firms looked to counter-measures as alternatives to layoffs. Shorter work-weeks, no overtime or weekend duty, and low pay increases were adopted to cope with the recession.

Trade unions looked to retrenchment agreements to protect their members. The Federation of South African Trade Unions (Fosatu) issued its own retrenchment guidelines including the important principle of "first in, last out"

### DR AGGETT

This year in the labour relations field was prominent in another negative aspect — the death in detention of trade unionist Dr Neil Aggett

Dr Aggett, the Transvaal secretary of the African Food and Canning Workers' Union, died in his cell in John Vorster Square in Johannesburg and his body was discovered by police in the early hours of February 5

Police said Dr Aggett, who was detained

under security legislation late last year, had died from hanging

His death sparked widespread worker protest and on February 11 more than 75 000 workers countrywide observed a half-hour work stoppage or other forms of silence in a tribute to him

The stoppage was seen as significant in that it involved workers from across the trade union spectrum and had the silent support in some cases from employers

Leading employer bodies voiced protest at Dr Aggett's death. International protest was raised.

His death in detention led to the mammoth 42-day inquest at the Johannesburg Magistrate's Court with the ruling announced this week

### JOE MAVI

The independent trade union movement lost another leader when the president of the Black Municipality Workers' Union, Mr Joe Mavi, died in a car accident in the Free State in early June.

His successor, Mr Gatsbv Mazwi, renamed the BMWU the Municipal and General Workers' Union

Mr Mavi shot to prominence during the Johannesburg general strike by municipal workers in 1980

South Africa's mining industry was in the limelight during 1982 over a wide range of issues

● A deadlock in wage negotiations between the Chamber of Mines and the Council of Mining Unions resulted in a threat of a strike ballot by unionists. The ballot was narrowly averted with a 12 percent wage settlement.

● Black mineworker unions were active in the industry, with three granted access to Chamber mines to recruit members. Cusa's National Union of Mineworkers was established at the end of July and has made inroads into the mining industry

● The eight-member Council of Mining Unions dissolved and the new Confederation of Associations and Mining Unions was born encompassing official associations. The confederation had an ominous start when it rejected membership of the largely coloured Federated Mining, Explosives and Chemical Workers' Union

● The Mine Surface Officials' Association tackled the Chamber of Mines with two disputes, largely dealing

Continued on Page 17



Continued from Page 16

with wages, another still the likelihood of future troubles over the issue of allocation of occupations

The wage issue also sparked widespread unrest at gold mines in the Gold Fields and Gencor mining houses in early July with black mine-workers protesting and in some cases rioting. More than 1000 were dismissed, hundreds were arrested and some died during the unrest. Ineffective worker representation was seen as a factor in the unrest.

In June the Intimidation Act came into being and was viewed by trade unions as a weapon to interfere with union activities.

The Act appears to date to have been largely used against unionists, but court cases usually have resulted in charges being withdrawn.

Fosatu's Metal and Allied Workers' Union, whose members have borne the brunt of Intimidation Act charges this year, has called for the repeal of the Act.

Many of the trade unionists who were detained in widespread Security Police swoops late last year were released.

Three senior officials of the South African Allied Workers' Union — its president, Mr Thozamile Gqweta, vice-president, Mr Sisa Njikelana, and general secretary, Mr Sam Kikine — were released this year without charges after being held in detention for long periods.

### BANNINGS

The leadership of the Port Elizabeth-based Motor Assemblers and Components Workers' Union (Macwusa) was stifled effectively by detentions last year. After five officials were released in March this year, four were served two-year banning orders, including Macwusa's chairman Mr Dumile Makanda.

The issue of detentions of trade unionists caused a row at the Trade Union Council of South Africa's annual conference in Cape Town in September. Some affiliates called for "vocal" condemnation of unionist detentions and support for those affected by such police action.

# More labour unrest on cards for 1983

22/12/82

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Star

The conference adopted the national executive council's recommendations for a code of conduct for detainees and the Security Police in those cases.

Several labour issues were heard in the courts during the year.

Some jail terms and fines were imposed on unionists after the marathon four-month trial of 53 post office workers in Port Elizabeth in April.

About 180 migrant workers lost a case against their sugar industry employers in Natal who, they claimed, forcibly had evicted them from their hostels after a strike.

Journalists took their employers to the Industrial Court in December alleging unfair labour practices. The South African Society of Journalists claimed employers had endangered industrial peace by withdrawing from a conciliation board with a long history of peaceful negotiations. The SASJ claimed employers were not interested in bona fide negotiations with journalists.

Commercial Catering and Allied Workers' Union members were involved in disputes in the Johannesburg area with the OK Bazaars, the Central News Agency and Woolworths.

The wage grievance was central to those disputes and showed the growing militancy of commercial workers.

These disputes largely successfully were resolved after negotiations.

### RESPONSIBILITY

Fosatu raised the issue of corporate responsibility for industry giants as the result of two strikes this year.

Barlow Rand was taken to task over a dispute at Veldspun in Uitenhage. Although the textile firm is owned by Durban-based Romatex, Romatex is owned by Barlows.

Senior Barlow officials were involved in

negotiation with Fosatu's National Union of Textile Workers to resolve the dispute.

The Metal and Allied Workers' Union was critical of Anglo-American as a result of the strike at Consolidated Wire Industries in Germiston.

Fosatu states that while the corporate giants claim to have only financial and no managerial control over some subsidiaries, the "giants" should try to uphold sound industrial relations policies which their executives publicly proclaim.

Fosatu's Chemical Workers' Industrial Union threatened a boycott of Henkel group products after a dispute at a Prospecton plant in Durban in March. A settlement was reached before the planned boycott was launched.

There was widespread motor industry unrest for several months during 1982 over annual wage negotiations.

Fosatu's National Association of Automobile and Allied Workers' Unions withdrew from the Eastern Cape's motor industrial council after a number of successive deadlocks over a minimum hourly wage.

Naawu stated it was seeking a "living wage" for its members, while auto industry employers described the R2,50 hourly minimum demand as inflationary and spoke of their falling share of the car market.

The dispute was heightened by retrenchments and at several stages in the dispute more than 10 000 workers at Volkswagen Ford and General Motors were on strike, resulting in temporary closures of the affected plants.

### MINIMUM

Eventually a closed-door meeting between Naawu and the Eastern Province Automobile Manufacturers' Association resulted in a settlement with a minimum hourly R2 20 wage and agreements to further wage negotiations.

The auto industry unrest saw the Minister of Manpower, Mr Fanie Botha, announce a R2 million scheme to assist workers in the industry who did not want to participate in strikes.

The Minister said the funds would come from the Unemployment Insurance Fund and would be used solely for the Eastern Cape motor industry.

The scheme was shelved with the resolution of the dispute.

1982 saw another long-running dispute between the South African Transport Services and the unregistered General Workers' Union.

SATS refused to hold talks with the union.

More than 400 dock workers were dismissed during the dispute, and international transport unions and federations as well as Port Elizabeth-area employers criticised SATS

and called for negotiations.

Most of the those dismissed are hoping for reinstatement though SATS has taken a closed door attitude despite all the criticisms.

While 1981 was a year of labour legislation with the new Labour Relations Act and Wiehahn recommendations 1982 saw few new enactments.

Some amendments to the Act which affected unregistered unions were proposed. The amendments proposed aim to permit these unions access to dispute resolution machinery.

### CRITICISM

The "Draft Labour Relations Amendment Bill 1983" is expected to be promulgated next year, but in what form no one is certain at this stage as many long-established registered trade unions raised criticisms and asked why they should be registered if the unregistered unions were being granted benefits without the red tape registration.

September saw a report on farm labour abuses being handed over to the National Manpower Commission investigating farm domestic labour.

The report said there were widespread abuses due to the lack of protective legislation.

Next year promises to be another busy year in labour relations.

The overriding issue for many months is likely to be retrenchments as there is now no end in sight to the recessionary problems facing South Africa.

Wage issues are likely to come up again soon as public servants have been promised negligible increases by Government officials for 1983.



Races stand divided on labour issues

# Ideology splits trade unions in South Africa

Sowetan

29/12/82

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**THE LABOUR movement in South Africa is split by divisions of race and ideology.**

According to a booklet A Guide to Business in South Africa, organised labour can be divided between unions registered under the Industrial Conciliation Act and those unregistered

A further division is caused by 91 unions affiliated with one of four main umbrella bodies and those which are not and unions which are exclusively white, exclusively black or multiracial.

The booklet, an economic profile produced by the Economic Research of Standard Bank, says the situation is extremely fluid with changes taking place continually in affiliation and status

These bodies are the Trade Union Council of South Africa (Tucsa — 60 unions) the South African Confederation of Labour (Sacla — 13 unions), the Federation of South African Trade Unions (Fosatu — 10 unions) and the Confederation of Union of South Africa (Cusa — 8 unions). The other 110 are not affiliated.

The most conserva-

tive part of the trade union movement is the all white Sacla which is committed to furthering the interests of white workers.

The multiracial Tucsa is the largest union federation, according to the booklet.

At present, there are over 25 black or predominantly black unions. Approximately one third of these are affiliated to Cusa. Currently, the majority of Cusa unions are black and run by blacks, with no intention of extending membership to other races

Another third is affiliated to Fosatu which is run by whites but which is technically multiracial

In reality their membership is largely black but a growing number of Asian, coloured and white workers have joined. The remaining black unions are unregistered and unaffiliated.

According to the booklet, labour relations are generally good, although the number of strikes and other work stoppages in South Africa has increased rapidly (342 during 1981

compared to 101 during 1979) This reflects changes to the legal framework affecting labour matters.

The liberalisation of this legislation encouraged the airing of grievances that previously were hidden. As the machinery for settling disputes had not been brought in line with modern international standards, this led to use of the strike to a greater degree than might otherwise have occurred

The proposed amendments to the Labour Relations Act may increase the capacity and scope of the dispute-settling machinery and mitigate the tendency to use the strike as a weapon rather than negotiation

The basic legal instrument for the negotiation of employment conditions and the prevention and settlement of disputes is the 1956 Industrial Conciliation Act, the Labour Relations Amendment Act (no 57), the Wage Agreement Act (no 48) and the Second Wage Amendment Act (no 58) all of 1981, embodied some of the Wiehahn report recommendations.

# Ciskei in 'raids on ANC'

CAP & TIMES.  
31/12/82  
106  
220  
111  
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Staff Reporter

ARMED troops of the Ciskei para-military forces swooped on homes in Mdantsane township near East London early yesterday, detaining one man, questioning at least three others and seizing an undisclosed quantity of literature

The commander-general of Ciskeian State Security, Lieutenant-General Charles Sebe, confirmed that an official of the Border Council of Churches, Mr Mzwandile Msoki, had been detained in the lam raids

## People questioned

He alleged the raids were aimed at "ANC cells" and was "not prepared to give details" beyond that "a number of homes were raided and many people questioned"

Mr Msoki was previously detained in June this year, and was later released without being charged

The East London branch secretary of the African Food and Canning Workers' Union, Mr Bonisile Norushe, said yesterday that he was woken about 1am by a hammering on his door

"A jeep-load of soldiers in military uniform surrounded my house and entered. They questioned me, my mother and Ms

Zodwa Mapela of the United Women's Organization, demanding to know what organizations we belonged to, and insisting I was a member of the ANC"

The general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said yesterday that it seemed as if Ciskei was "intent on conducting a reign of terror against trade unions"

"Statements by Lieutenant-General Sebe that the unions are ANC front organizations are utterly ludicrous smears and without any truth," he said

## Cheap labour

The union would consider "any means we have to expose the actions of Ciskei against the unions, including approaching international finance which Sebe is trying to attract through his offers of cheap labour"

Mr Norushe was released from prison in April this year after 12 months' imprisonment for refusing to give evidence in a security trial.

Before his imprisonment he was detained for more than six months under Section six of the Terrorism Act, detained for almost a month in June this year, and his house was raided this month



# INDUSTRIAL RELATIONS- WORKERS' ORGANISATION - GENERAL

1983

- JAN. — DEC.

14/1/83  
~~166/132~~ (134) FM

the CS, on balance its retention will probably have more advantages than disadvantages

Government accepted the NMC recommendation that the CS should be retained and agreed that a post-entry clause should be introduced into the Labour Relations Act (LRA) as an additional safeguard to prevent abuses. In practice this means that in a company or industry where a CS agreement exists, an employee is given 90 days in which to join a union.

The NMC did however, foresee the need to investigate further safeguards. In the document it is now making available, it focuses on three main questions:

Is it desirable that CS agreements concluded outside the ambit of the LRA should also be subject to safeguards contained in the Act? There are, for example, agreements in the mining industry, in government services and in certain in-house agreements in the iron and steel industry, which are not covered by the LRA.

Should the LRA require a secret ballot among workers to establish whether they are for or against the CS if a significant proportion of workers petition the Minister of Manpower for such a ballot?, and

If it is impossible or undesirable to make all CS agreements subject to the LRA should provisions of the Maintenance and Promotion of Competition Act, 1979, be made applicable to CS arrangements not subject to the LRA?

Bearing in mind the strong feelings that exist about the CS, the NMC has given the assurance that all comments made about the document will be dealt with in the strictest confidence.

FM 14/1/83  
LABOUR ~~166/132~~ (134)  
**Closed shop queries**

Additional safeguards to prevent the abuse of the closed shop (CS) in SA are discussed in a working document being distributed by the National Manpower Commission (NMC).

The CS — which compels employees in a particular occupation, company or industry to belong to a specific union — is a controversial labour issue in SA. The document points out that by restricting the occupational mobility of an important part of the workforce, the CS can hamper the effective operation of the labour market.

At the same time, many emerging unions claim that some established unions have used the CS to gain a large, and possibly unwilling, black membership with a minimum of effort.

The document is being made available to all interested parties for comment. The NMC has emphasised that it should not be interpreted as a reflection of the NMC's views. Rather, it should be seen "simply as a document containing arguments, points of view, evaluations and suggestions that have been brought to the notice of the NMC in some way or another."

However, it is significant that the point of departure of the document is that the CS should continue to exist, subject to existing and certain additional safeguards. This is in line with the conclusion reached by the NMC in 1981 that although there are strong philosophical and practical objections to





# W Cape firms 'unprepared' for unions

<sup>(134) Avg Mo</sup>  
 THE managements of most large firms in the Western Cape are totally unprepared to deal with the upsurge of union demands they will face in the coming year, says Mr Hugh Brown, managing director of Integrated Productivity Systems

He has come to this conclusion as a result of a survey carried out among 383 companies all over the country, of which 73 were in the Western Cape

It was carried out among firms employing 200 or more people and with turnovers of R1,5-million or more, in preparation for a course on industrial relations run by Mr Brown and Professor Blackie Swart of the Graduate School of Business of Stellenbosch University

The results, said Mr Brown showed that although top management in Johannesburg was in-



**MR Hugh Brown**

novative, thinking in the Western Cape was stereotyped and showed no awareness of changing conditions

Among results that surprised him were answers from managements when asked how they would react to a strike over demands from a union wanting recognition or from a union already recognised

In the Western Cape, 61 percent of firms said they would instantly dismiss workers who went on strike, and 17 percent said they refused to nego-

tiate with unrecognised unions

"Only 14 percent said they would be prepared to talk, to defuse the situation at least, and eight percent said they would not have any idea what to do"

### TRAINING CUTS

Other results that shocked Mr Brown were that 22 percent of local firms thought cutting down on training budgets was a good way of saving on overheads, and only 37 percent thought industrial relations an important factor which should concern the board, like finance and marketing

"Union involvement is going to come and these firms are going to have a shock," said Mr Brown

### SLEEPINESS

"It is almost a sleepiness that prevails in business attitudes in Cape Town and it is going to have a marked effect on their ability to deal with

Continued on Page 3

## Top firms not ready

<sup>(134) Avg Mo</sup>  
 From Page 1  
 an increasing amount of union activity"

He emphasised that this criticism did not apply to all local firms and some industries were better than others

"The canning industry is reasonably well organised because it has a good relationship with the union in the Western Cape

"The chemical industry is well organised and has a reasonably good relationship with the union

"But in the clothing industry the relationship is not as good as it could be because of its incredibly erratic economic situation

Another problem facing local industry was that although wages had gone up by 20 percent in real terms since 1975, average output had actually gone down by three percent for each man-hour, according to figures issued by the National Productivity Institute

Management should make better use of this more expensive labour by increasing efficiency

Instead of being over-staffed in times of prosperity and retrenching labour when conditions got worse, it should make use of industrial engineering to achieve maximum efficiency throughout the firm and should be constantly updating operations and techniques

"We must learn to work smarter, rather than harder"

Mr Brown and Professor Swart will run an industrial relations workshop at the Bellville Holiday Inn in March

Audrey d'Angelo

LABOUR

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## Appeal for unity

FM 4/2/83

A strong appeal for trade union unity has been made by Tom Neethling, general secretary of the Amalgamated Engineering Union (AEU). This appeal is significant because it comes from a leader of one of the country's major established unions at a time when relations between many established unions and emerging unions are still very strained.

In an editorial in the latest edition of the AEU's official journal, Neethling calls for bridges to be built between the two groups of unions. He says there is a need for them to re-examine their thinking and try to agree on a common approach.

"There will inevitably be areas where we differ, but we need to seek out the points of co-operation," he says. He adds that open discussion around the conference table can eliminate the distrust that exists between

the unions.

Neethling points out that greater unity will enable unions to present a united front to employers. As more new unions are recognised, more employers will insist that they be included in negotiations. He says his union has no objection to this if it benefits all the parties concerned.

"The fact is that recognition of black trade unions has resulted in a revolution in labour relations in this country comparable to the industrial revolution in England."

Neethling expresses support for government plans to streamline official dispute-settling procedures. "For many years, while we objected to employers abusing the system and taking advantage of the delays it permitted, we supported it, believing that its provisions were responsible for maintaining labour peace."

"And so they were. But having observed the manner in which employers have backed down quickly in the face of strike action by emergent unions, we have come to realise that the system . . . was, in fact, weakening our bargaining power."





# 'Govt prepared to negotiate with unregistered trade unions'

*Noted*  
Mercury Reporter  
PROPOSED changes relating to conditions of employment in industry meant the Government was now prepared to negotiate with unregistered trade unions, the Department of Manpower's director of labour relations, Mr Mike van Noordwyk, said yesterday

Promulgation of the new legislation expected around mid-year would make it possible for unregistered unions to have full access to the Conciliation Board as a means of settling disputes

Mr van Noordwyk was addressing a Durban Chamber of Industries symposium yesterday

## Shops Act

The department was aware of 53 current unregistered trade unions and, after communicating with each, only one had 'told us to go to hell — so far', Mr Van Noordwyk said

He described the scrapping of the Shops and Offices Act and the Factories, Machinery and Building Works Act, which will be substituted by the Machinery and Occupational Safety Act and the Basic Conditions of Employment Act, as a 'wide rationalisation programme'

But he warned that problems could be anticipated in bringing about the new legislation — notwithstanding the improvements it heralded for employers and employees

Consensus among the more than 250 delegates appeared to be that the changes were welcomed

A point raised by Mr

*24/2/83*  
Van Noordwyk was that a number of 'labour brokers' — some of whom operated from the backs of trucks — had started appearing around industrial sites and that it was proving difficult to control the numbers and categories of workers they recruited

## Medical aid

The new legislation was also aimed at improving medical aid, sick leave and pension fund benefits for such employees, for example

Another provision was that all employees would have to be provided with certificates of service once they left a place of employment

The only sexually discriminatory legislation was a stipulation that pregnant women could not be required to work 'four weeks before or eight weeks after the occasion'



CAPL Times  
25/2/83

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# 'Injustice to blacks at Sats

HOUSE OF ASSEMBLY  
— It was "basically unjust" to deny over one-third of the South African Transport Services' black labour force permanent employment status, Mr Graham McIntosh (PFP Pietermaritzburg North) said yesterday

He was speaking in the Committee Stage debate on a clause of the Conditions of Employment

ment employees, he said  
Mr McIntosh proposed two amendments to the clause

● That citizens of the black homelands and independent states created by the government should be allowed to become permanent employees

● That employees should be able to apply for permanent status after two years



Labour

(Sats) Bill which states that no person shall be appointed in a permanent capacity, or on probation, or in a temporary capacity unless he has — among other qualifications — SA citizenship

Such persons may only be employed in a casual or regular capacity, according to the clause

Referring to the Sats 1981/82 Annual Report tabled in Parliament yesterday, Mr McIntosh said more than one-third of the service's black labour force or about 50 000 people, did not have SA citizenship, having been "stripped" of it by the coming of independence to the national states

"To deny them permanent employment status, even though they may have been born in South Africa, is basically unjust," Mr McIntosh said

Other people could come from overseas countries, work for five years and then become perma-

Mr Ron Miller (NRP Durban North) said the PFP was missing the whole point and that the bill had nothing to do with citizenship

"The prime consideration should be the conditions of service of the migrant labourers, and not their citizenship"

Migrant labourers came to fulfill an economic need and not to take out citizenship, he said

Replying to the debate on this clause, the Minister of Transport Affairs, Mr Hendrik Schoeman, said no employees had lost their permanent status — they had not had it originally

Mr Schoeman said he could not accept the amendments proposed by Mr McIntosh in the present circumstances

"I have already explained the difficulties"

The clause was passed without amendments — Sapa

# The war over wages

Management and labour appear to be heading for extremely tough wage bargaining this year. Some major employers have begun to press for wage negotiations, which are usually held within the next two months, to be delayed until October. This would effectively result in a six-month wage freeze.

The Steel and Engineering Industries Federation of SA (Seifsa), whose members employ about 500 000 people, and Escom have been among the first to propose the delay in negotiations. However, they may set a trend which will be followed by some other employers and industries as well.

Not surprisingly, union leaders are opposing this move. Ben Nicholson, director of the Confederation of Metal and Building Unions, says unions are determined to obtain at least some compensation for their members for rises in the cost of living. He appears to be unfazed by Seifsa's opposition to pay talks taking place next month. "This is a disease for which we have our antidotes," he declares. He says union leaders will meet soon to formulate their pay demands.

Seifsa has asked unions on the metal industries industrial council to agree to an extension of the industries' present agreement for six months. Seifsa director Sam van Coller points to the extremely difficult period that the metal industries are going through due to the downturn in the South African and Western economies. He says Seifsa's major priorities are the preservation of the viability of companies in the industries and their ability to maintain current levels of employment.

Some observers are asking whether the attempt to delay pay talks is merely a strategy to induce unions to make modest pay demands next month. If this is so, it may be a useful tactic to moderate the kind of demands that unions have made in recent years. Employers have complained that some of these demands have created high expectations, especially among black workers, which have been impossible to fulfill.

## Implications

However, if employers are really serious about delaying the talks, they will obviously have to consider implications which could result from a delay.

One possibility (which is feared by established unions) is that it could lead to an increase in shopfloor bargaining by emerging unions — and hamper efforts to persuade them to join industrial councils. Should emerging unions make significant gains in shopfloor bargaining during the next few months, those unions which agree to a de-

lay could suffer a severe loss of credibility — especially among black workers.

Some observers claim that if employers want to bring about a six-month wage freeze they will have to present an extremely well-motivated case. This means they will have to make disclosures about their financial position that they may have been unwilling to make in the past.

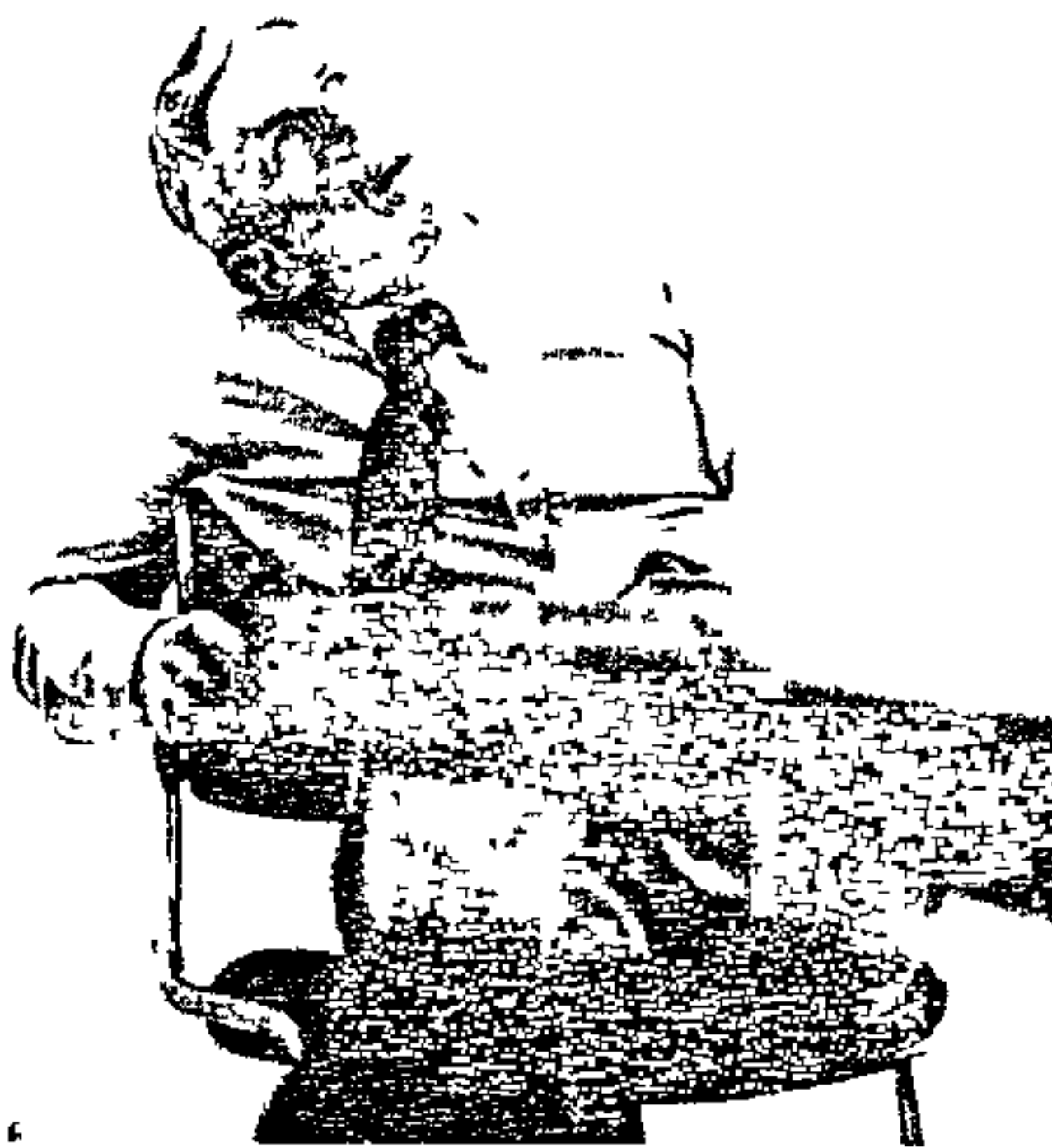
Van Coller's response is that the published results of companies in the metals industries provide a clear indication of the problems facing employers. "The next round of results will probably be even worse," he adds.

Many employers are insisting that emerging unions will have to accept that higher pay will inevitably result in higher levels of unemployment. However, leaders of some of these unions deny that there is necessarily such a direct trade-off.

Employers in most industries will be making extremely low wage offers this year. But some union leaders say that the rising cost of living and an inflation rate of about 14% are creating strong pressures from the shopfloor for higher pay. Some unions also believe that even in a recession they do have considerable clout and that employers are still wary of a confrontation. Says Taffy Adler, a senior official in the

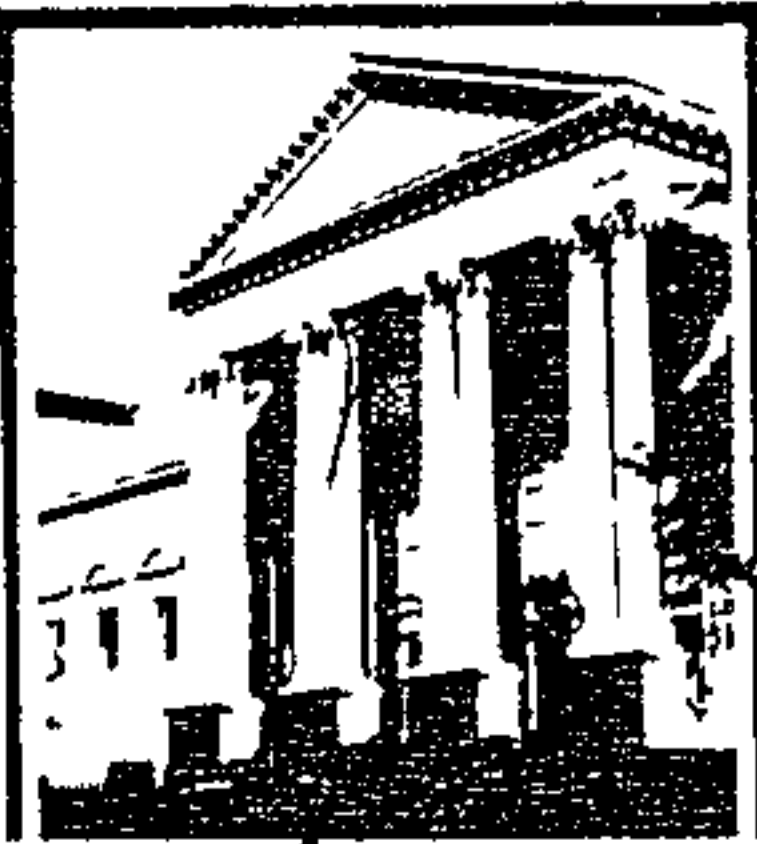
National Automobile and Allied Workers' Union "There is enormous competition between companies for orders at the moment and no-one wants to lose production."

Industrial relations consultant Andrew Levy says such pressures are evident at a time when some white workers are being retrenched, or are feeling threatened by black advancement. He is probably correct in predicting that employers are in for a torrid time.



Seifsa's Van Coller ... companies' viability a priority





SAP TIMES  
Probe 2/3/83

migrant  
labour

#### HOUSE OF ASSEMBLY

— Black staff associations in the South African Transport Services (Sats) should be enabled to forge links with outside trade unions, but the initiative had to come from Sats workers, Mr Ron Miller (NRP Durban North) said yesterday

Speaking in the Third Reading debate on the Conditions of Employment (Sats) Bill, Mr Miller said circumstances surrounding migrant labour should not only be investigated within Sats but in all industries

If a worker could come from England and eventually take out SA citizenship, then the same should apply to workers from the black national states, Mr Miller said

"If a man is good enough to come and work in South Africa, then he should be able to take out citizenship if he meets the normal requirements"

The NRP supported the Third Reading of the Bill

Replying to the debate, the Minister of Transport Affairs, Mr Hendrik Schoeman, agreed with Mr Miller that the problems of migrant labour should be investigated

The bill was read for a third time over the objection of the PFP — Sapa

LABOUR

AR645 8/3/83 134

# Unions are 'cooling it'

This is the first of three articles on the South African labour scene, by HUGH ROBERTSON and PIPPA GREEN.

AFTER 10 years at the vortex of an extraordinary economic and political upheaval, South Africa's trade unions seem to have entered a more tranquil period

Some unionists describe it as "a time for consolidation", others as "a process of stock-taking" but, whatever the terminology, they mean the same thing fewer strikes, less strident confrontation and a more conciliatory tone in wage negotiations

All agree that the recession is the reason for the transformation. And as it bites deeper, union leaders and labour specialists think that the labour scene will — with inevitable exceptions, some probably boisterous — become even calmer

## Independents

Not that it will stop unorganised workers from joining independent unions. A local trade unionist has described the conditions of many of these workers as so vulnerable during the recession that they have little to lose by joining organisations which they control and can identify with

It is at the unionised factories, though, where the recession tests the collective strength of the workers

"There will be fewer strikes in 1983, a general cooling down," says an industrial sociologist at the University of the Witwatersrand. "Many unions have undergone phenomenal growth in recent years and they need time to consolidate. The recession is giving it to them."

## Retrenching

The biggest single problem facing unions at the moment are opportunistic employers, says Johnny Copelyn of the Durban-based National Union of Textile Workers, which has seen more than 1 000 members retrenched in the past six months

"We are now involved in more legal tussles with employers than at any other time and I gather that this is a fairly common experience. The recession has made some employers more aggressive. They're taking chances, especially by renegeing on informal agreements reached during the boom."

"In a recession, strike action is obviously a far less viable option and it is difficult for unions to do much more than fight this out through litigation."

A Johannesburg labour consultant confirmed the trend, but described it as "dangerously short-sighted" and the typical response of employers who lack experience in dealing with organised labour

"Labour relations are built on trust and mutual confidence. When the economy picks up again, those employers who are now trying to

turn the clock back will find out that there is a price tag to their lack of foresight."

Ten years of hard work by the unions have established, in some instances, a situation where management treat their workforce with a new type of respect. In many factories, workers have fought for and won the right to be consulted on certain decisions which previously would have been taken by management alone

## Negotiation

The General Workers' Union in Cape Town, the FOSATU-affiliated Metal and Allied Workers' Union and National Automobile and Allied Workers' Union, are some of those that have negotiated detailed retrenchment procedures with management

At two Cape Town engineering factories, organised by the General Workers' Union, workers have volunteered to either give up their jobs or take long unpaid leave in cycles to protect contract workers who would have to return to the homelands if they were left jobless

"It's been a remarkable exercise in worker-management co-operation, an impressive display of worker solidarity," says the managing director of a Cape Town company where workers have offered to work half-time and at half their wages in order to spread available jobs and funds more widely

But at wage negotiations in the past year, factory committees have often had to "fight for every cent" according to some unionists

The recession has not brought any relaxation in Security Police harassment, according to union leaders, consultants and industrial sociologists. They went so far as to describe the Security Police as one of the biggest obstacles to sound labour relations

## Harassment

Union leaders accuse the Security Police not only of harassment by way of detentions, questioning and threats but also of seeking to undermine the union movement in the eyes of management

"They go on the childlike assumption that anyone challenging authority is a communist or at best an agitator," says a union leader who has been detained but who does not wish to be identified. "They go to management and try to denounce this or that leader as a troublemaker though they have not a shred of evidence"

Security Police activity in the labour field is beginning to prove counter-productive, according to some union leaders and consultants

"It has given enormous credibility to radical union leaders. It has enhanced the status of independent unions in the eyes of the workers. Tomorrow. The major federations



CAPE TIMES 3/3/83

# Unions facing hard bargaining

By PHILLIP VAN NIEKERK  
Labour Reporter

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WITH the Steel and Engineering Industries Federation of South Africa (Seifsa) advocating a six-month wage freeze, employers and unions in the recession-hit metal industry are gearing up for a tough round of bargaining

And the decision by the Metal and Allied Workers Union (Mawu) to apply for membership to the metal industry's industrial council could further focus attention on the body which negotiates wages and working conditions for some 500 000 workers

Mawu's decision makes it the first affiliate of the largest independent black union grouping, the Federation of South African Trade Unions (Fosatu), to apply to join an industrial council since the government's new labour dispensation was introduced

Industrial councils, the official negotiating machinery, are a major issue among emerging black unions and have been severely criticized by black workers

Mawu, which represents 200 organized factories, was at the centre of a wave of strikes on the East Rand last year which saw individual plants, as opposed to the industry-wide industrial council, emerge as the main industrial relations arena for black workers

Weakened by massive retrenchments and facing strong employer opposition to shop-floor wage bargaining, Mawu says its decision to join the council is tactical. It insists that participation in the council will remain secondary to shop-floor bargaining and it will with-

draw if necessary

Mr Sam van Colter, the director of Seifsa said that though employers had not yet discussed Mawu's decision, "the more employees represented in the council, the better"

Explaining the employer's call for an effective six-month wage freeze Mr Van Colter said "In the light of very serious economic conditions in our own industry, in South Africa as a whole and among our main trading partners, it is essential to avoid cost increases which could jeopardize the viability of companies and the jobs of employees"

He said there had already been a major reduction of employees in the industry

However, the biggest white union on the council, the South African Iron, Steel and Allied Workers Union, and the multi-racial South African Boilermakers Society have rejected the call for a wage freeze

## 'Sensitive situation'

In a union newsletter, the Boilermakers Society said it did not believe that postponing wage negotiations would reduce costs

"Any delay in compensating workers for the loss in the value of the rand will only aggravate a sensitive situation. The rapidly rising cost of foodstuffs, which the drought is sure to bring, will hit workers hardest

"Freezing wages will only lead to labour unrest which is a major contributor to inflation, increased unemployment and a further recession"



## Two SAP men on assault charge

By Themba Maseko  
A Soweto woman yesterday told the Johannesburg Magistrate's Court that two members of the South African Police had called her "a bitch" and slapped her and dragged her across a street.

Mr Andrew Botha Hugo (26) and Mr Richard Floor (23), both of Joubert Park Johannesburg, were appearing on a charge of assault. The two policemen whose ranks were not given, pleaded not guilty.

Miss Sylvia Dlamini said she was returning from work last May when she saw the two policemen assaulting a man in Wanderers Street, Johannesburg.

While watching, she said, she saw her brother-in-law across the street and greeted him.

"Before I knew what was happening, Mr Hugo, who apparently thought I was shouting at them, slapped me and also said I was a bitch."

"He held me by the scruff of the neck and, when I tried to wrench free, his colleague, Mr Floor, joined him in assaulting me," Miss Dlamini said.

She said she was then kicked and dragged across the street.

The hearing was postponed to June 1.

## Black union joins SATS federation

Star 4/7/83

Labour Reporter

The 10-member federation for SA Transport Services added the 60 000-member Black Staff Association to its ranks at its annual meeting held in Johannesburg this week.

The combined membership of the 11 affiliates of the Federal Consultative Council of SATS Staff Associations now stands at about 170 000.

The council's secretary Mr J R Benade, told the meeting that members were eagerly awaiting the results of the Department of Transport's Verster committee of investigation into the SATS staff associations.

Mr Benade said there were several alternatives

for the committee to decide on -- to maintain the existing structure or to make minor changes by introducing grades within the existing structure or by agreeing to one membership to all staff through freedom of association.

He said it had become obvious that many aspects of the present situation had grown obsolete and not kept pace with the times.

There was also the question of how far the Verster committee would be able to move in this sensitive area.

The council at its meeting also agreed to send three members of its executive overseas to make contact with other trade union movements.

## Former manager is fined

The former manager of a Johannesburg motor spares shop Manne Barnett was today fined R400 (or six months) by a Johannesburg magistrate for illegally receiving nine boxes and a plastic bag containing bicycle spares.

Barnett (44), of William Road, Norwood, who pleaded not guilty before Mr W Fourie, was also given a 12-month sentence, conditionally suspended for five years.

He said in evidence he was inside the shop when a lorry parked outside. A driver entered and said he had "parcels" for delivery, which he accepted.

Barnett said he only noticed later that the contents of the parcels were not motor spares.

His lawyer Mr M Widz, said in mitigation that Barnett had cooperated with police.

## Light clue to

Discovery of a lighter in 1007 police with the of to a double murder in Westonaria. Mr Theron heard in the Supreme Court yesterday.

Lieutenant Thomas branch commander at Westonaria was giving evidence at the trial of Mr Epi Tshabalala (23) and Abednego Mthembu of Venterspos who pleaded not guilty to three charges of murder and two counts of robbery with aggravated circumstances.

They pleaded guilty to a charge of housebreaking with intent to commit an unknown crime.

The court heard on February 5 last that they forced their

## Police shot at random, court

By Themba Molefe

Soweto was a dangerous place on June 16 1976 because police shot people at random, a Kempton Park Regional Court magistrate was told yesterday.

Mr Mthuzeli Madalane (24), of Senoane, Soweto, one of four charged under the Terrorism Act, told Mr I J J Luther that he supported the grievances which sparked the 1976 pupils' unrest.

However he did not support the violence that ensued and did not take part in the burning and looting because his Roman Catholic school treated Afrikaans as a subject and not as the medium of instruction, he said.

tion, he said

He admitted that he was a member of the Azanian Students Movement (Azasm) and said it adhered to the black consciousness philosophy, which advocated self-reliance among black people.

He said the organisation accepted the term "Azania" as an alternative name for South Africa.

He had kept a pamphlet, exhibited in court to show his parents, he claimed.

The pamphlet entitled "The Struggle Goes On Support the Media Workers' Strike", was one of many distributed by the Media Workers Association of South Africa (Mwasa) during the Mwasa strike in 1980.

he said He wanath Hos.

Also exhibit of Hector F. to be shot by Mr Madalane at the stone in Soweto.

Also charged Stanley Radabaana Ernest Soweto and Mazibuko (20) four have pleaded guilty. The case continues.



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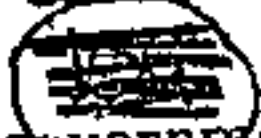
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FM 4/3/83  
BOPHUTHATSWANA

## Charter for unions

(134)   
The Bophuthatswana government is preparing labour legislation which will grant formal recognition to trade unions and help shape relationships between the fledgling nation's employers and employees.

Unions are regarded with enormous hostility by the governments of other independent homelands — and many states elsewhere in Africa. But a basic point of departure in the thinking of the Bophuthatswana government is that unions have a vital role.

"Trade unions are a basic essential," says Bophuthatswana Manpower Minister Rowan Cronjé. Given that he is a former Rhodesian Manpower Minister, it is perhaps not surprising that Bophuthatswana's Industrial Conciliation Bill is largely based on that country's labour legislation.

The Bill will go before the territory's legislators this year. In very broad terms it contains the following elements:

- Unions will have to register with the government. One of the requirements for registration is that the registrar must be satisfied that a union is sufficiently representative of the workers in the industry or category whom it is seeking to represent. Another is that a union shall not support or be supported by a political party.
- No form of racial discrimination will be tolerated.

- Collective bargaining will take place at industry level with agreements being extended to non-parties. In industries where unions and employer organisations exist wage negotiations will take place at industrial councils, either on a national or regional basis. "We will not have a system where unions sign agreements with individual factories," says Cronjé.

- South African unions will be prohibited from taking part in such negotiations — and indeed will be barred from operating in Bophuthatswana. Cronjé says the Bophuthatswana government will not prevent unions within its territory from liaising or having discussions with unions in SA. It will even encourage links with international union federations. But, says Cronjé, leaders of unions in Bophuthatswana must work and live in the territory.

One implication of this is that the conservative white Mineworkers' Union will no longer be able to represent its members who work on mines in Bophuthatswana. Cronjé says this is a delicate issue and emphasises that his government is trying to deal with it sensibly. He says it may be pos-

sible for MWU members to retain their union membership, but for them to be represented in Bophuthatswana by another union. However, in line with Bophuthatswana's strong opposition to dis-

crimination that union must be open to all races.

- Industrial boards will be established in industries where no industrial council exists. Employer and employee representatives will serve and Cronjé believes they will provide useful labour relations training for both parties and

- Although unions will have the right to strike, Cronjé believes the danger of industrial action will be minimised by the provision of effective dispute-settling procedures. These, he says, will enable disputes to be resolved within a matter of a few days.

### Industrial Tribunal

Playing an important role in resolving disputes which are not settled by mediation will be an Industrial Tribunal. This body will be headed by a judge, or someone of similar stature, and employers and labour will be represented on it. In addition there will be an Industrial Court to which parties can appeal against decisions of the industrial registrar — for example, a decision by him not to register a union or to deregister it.

Cronjé vows that the government will help and encourage new unions to get going. He is confident that unions will not become involved in politics because Bophuthatswana citizens have ample opportunities to exercise political rights through the ballot box.

Although government will create the structures within which industrial relations will be conducted, Cronjé says there will be a minimum of government interference in collective bargaining. This sentiment is underlined by President Lucas Mangope, who says "I firmly believe we should have trade unions because that way we can ensure the protection of the interests of workers by themselves."

Cape Times 8/3/83

# Industrial councils 'must be extended'

THE industrial council system would have to be improved and extended, the Minister of Manpower, Mr Fanie Botha, said in Durban yesterday.

Opening the conference of the South African Association of Municipal Employees, he said local authority employees not belonging to unions, and inexperienced in industrial council or conciliation board negotiations, would increasingly seek union membership.

It was not possible to register more than one industrial board for the same local authority. The industrial council system had also been queried by employers



and employees. There was a tendency to deal with employers rather than on an industrial basis.

"The first question to which an answer must be found is how these newcomers to the trade union movement at local management level can be included in the statutory negotiating machinery — taking into account the principles of union autonomy, freedom of choice and maximum self-government."

Equally important was how to set up a uniform system for negotiating working conditions in local government — acceptable to employer and employee.

Mr Botha invited the Association of Municipal Employees and local authorities to present his department with concrete suggestions — Sapa



# Joint pay talks not accepted by mines

Labour Reporter

Despite a recent alignment in the ranks of mine unions and officials' associations, the Chamber of Mines yesterday refused to hold joint wage talks

The Chamber told the Confederation of Associations and Mining Unions (Camu) that it would negotiate next year's wages in the same style as it had in the past — separate negotiations with the three mine officials' associations, and separate talks with the unions

Camu was formed last year in place of the Council of Mining Unions which did not include the Mine Surface, Technical and Underground Officials' Associations in its ranks. Two of the associations subsequently joined Camu

The 1983 negotiations are due to start at the end of this month. The unions are looking for a 13 percent salary rise

# Unions fail to reach accord

REPRESENTATIVES of the Confederation of Metal and Building Unions and the Iron Steel and Allied Industries Union failed to come to an agreement at a meeting held recently on when negotiations for new wage agreements should be held.

According to the South African Boilermakers' Society, unions asked that negotiations should begin before Monday, March 28. The employers felt that they needed until May 12 before they could fix an actual date on which negotiations could begin.

The employers, represented by the Steel and Engineering Industries of South Africa (Seifsa), had to consult all their members before a date could be set. The unions felt this was unacceptable.

A statement by the boilermakers' society said "It will be remembered that Seifsa suggested that the existing agreement should be extended until the end of the year and that negotiations should begin in October, and cover only the first six months of 1984. The society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual."

"We are now waiting until March 28 for a reply from the employers on the timing of the negotiations. A specific wage increase has been calculated to roughly 12,6 percent. That is well below the current inflation rate which is probably 15 percent by now."

Sowetan 22/3/82  
134



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# Managers told to accept black mining unions

By BRENDAN RYAN  
JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

Addressing the associations general meeting in Johannesburg he said five unions are presently recruiting black, coloured and Asian employees on

the mines. If South Africa follows international trends there is a great deal of unionization ahead much of which will happen in the mining industry

## New moves

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad

"There will certainly be problems to start with, and invariably a certain amount of shows of

power

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 percent of white workers are unionized compared with a level of 12 percent for black workers. Black workers in the mining industry were 11 percent unionized compared with 58 percent in the motor industry and 30 percent in the metal, pulp and paper industries

## Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere

"We are going to have to move and make changes, to keep abreast of changing circumstances"

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines for 1981/82 there was an average turnover of 45,2 percent for union men and 37,4 percent for officials

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team"

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organizations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back."

## Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy"

In spite of a non-racial training policy and enabling legislation in the form of the manpower

training act, the shortage of skilled artisans remains acute

Figures released by the Department of Manpower show a shortage of 27 562 people which is an increase of 151 percent since 1979. In the professional, semi-professional and technical occupations there is a shortage of 37 509 people, an increase of 73,4 percent since 1979

Mr W W Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2 000 one-million jobs, traditionally done by whites, will have to be done by blacks

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said

# Unions unite to oppose detentions

134 By Tony Davis,  
Labour Reporter

A number of trade unions and union federations met in Johannesburg this week and founded a committee in protest against the recent detention of unionists in Ciskei.

The Unite Against Detentions Committee (UADC) was founded as a joint protest against the continuing harassment of trade unionists in the Ciskei and elsewhere, a committee spokesman said.

The committee was concerned that lives could be lost, the spokesman said.

The Federation of South African Trade Unions, the Commercial, Catering and Allied workers Union, the South African Allied Workers Union, the Motor Assemblers and Component Workers Union of SA, the General and Allied Workers Union and the National General Workers Union of SA make up the membership of the UADC. Also involved is the national Detainees' Parents Support Committee.

The UADC called on the international labour movement to assist it to combat the "monster" called detention without trial, a committee statement said.

● See Page 7 of the World section



March 24, 1983

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# Yest

his country was multi-racial, his people — the Maori — were a minority group also seeking to find a place in the sun, and that they were not doing particularly well in terms of jobs and education

This made him draw the link between his country and other countries and he felt that visits similar to that of the 1981 Springbok tour should be discouraged because they intensified things which made it difficult for his people to succeed

He also said although Bishop Tutu had not been to New Zealand, his name was well

~~58~~ ~~580~~



**WARNING** Archbishop Paul Reeves at yesterday's Press conference.

known there and whatever he did and said was listened to very closely by the people of New Zealand

If the SACC were to be declared an affected

organisation which could no longer receive overseas funds, the views held by New Zealanders against South Africa would be fortified

~~229~~ (134)

# Unions unite over detentions

Sowetan 24/3/83

**INTERNATIONAL** labour movements and other organisations have been called upon to engage in a common struggle of combating "the monstrous" detention without trial legislation in South Africa.

This call has been made by the newly-formed Unite Against Detention Committee consisting of several trade unions and the Detainees' Support Committee. The committee was formed in Johannesburg this week.

The trade unions involved are the Federation of South African Trade Unions (Fosatu), General and Allied Workers' Union (Gawu), Municipality and General Workers' Union of SA (Mgwusa), South African Allied Workers' Union (Saawu) and the Commercial, Catering and Allied Workers' Union (Ccauw).

The meeting was called in the wake of the detention of six unionists, including the president of Saawu, Mr Thozamile Gqweta, Mr Sisa Njikelana, vice-president and Mr Sidney Mafamudi, general secretary, by the Ciskei Security Police last week.

A statement released after the meeting says the committee protests

against detention of trade unionists by the Ciskei republic

"We are aware that the surrogates of the South African Government are perpetrating their masters' end and objectives to crash and cripple the emerging independent trade unions in South Africa. We are united with our brothers in the solitary cells

"Section Six of the Terror Act and internal security laws have claimed so many lives that we fear we might mourn again. We wish to make it clear to the Sebe brothers that the anger of the workers is mounting and their courage shall not be daunted."

Saawu's national organiser, Mr H Barnabas told **THE SOWETAN** yesterday that the union has instructed an attorney to act on behalf of the detainees.

"The Ciskei Government has not as yet informed us under which law are the unionists detained. No charges have been prepared so far, according to the attorney-general," Mr Barnabas said.

He said several meetings are being planned to discuss the detention of the unionists in Natal, Cape and Transvaal.

## Roadblock delayed workers

**SCORES** of commuters were left stranded and others were late for work after a road block blitz on illegal vehicles, a few kilometres from the entrance into Atteridgeville/Saulsville yesterday morning.

A spokesman for the police in Pretoria said the roadblock blitz was mounted in accordance with regular checking

## Mandrax clampdown

**POLICE** confiscated about 32 000 mandrax tablets valued at R320 000 at a roadblock in Cape Town this week.

The men were arrested after the tablets were discovered in the glove compartment and the canopy of the panel van. They are expected to appear in the Aber-

and is widely used all over the country, a police source said. The drug sold for R10 per tablet in the streets. South African Police have launched a full-scale war on the pill.

On the West Rand police shot a coloured youth in the head after a high-speed chase on the

Rand, Colonel Martin "Cowboy", said the man was shot after he failed to stop at a police signal.

Shots were fired at the fleeing car and the car stopped. On checking police found the driver slumped over the steering wheel. He was taken to hospital where his condition is improving.

# INNERS





(a) How many persons were in detention in each detention centre of the South African Defence Force as at the latest specified date for which figures are available and (b) for what offence was each of them detained at that date?

The MINISTER OF DEFENCE

(a) On 22 March 1983 the position was as follows

Voortrekkerhoogte	473
Wynberg	58
Grootfontein	26
Bloemfontein	21
Simon's Town	4
King's Rest	5

(b) Description of Offence

Number of Members detained	
Offences in connection with conduct in action	14
Absent without leave	185
Assaulting a superior officer	8
Disobeying lawful commands or orders	4
Theft of government property or property belonging to a command mess etc	10
Negligent loss of kit, weapons etc	2
Using or taking an article issued to or under control of another person	4
Drunkenness	
Discipline	
Refusal to undergo military training in the Citizen Force or commando	355
Common assault	2

Force personnel members died as a result of accidents in 1982,

(2) how many such members (a) died or (b) were seriously injured as a result of other causes, excluding enemy action, in that year?

The MINISTER OF DEFENCE

(1) 259  
 (2) (a) 149  
 (b) 72

Kruger Rand coins

631 Mr T ARONSON asked the Minister of Finance

(a) What was the total number of Kruger Rand coins sold in 1982 and (b) what was the amount obtained from the sale of such coins?

The MINISTER OF FINANCE

(a) (i) Kruger Rand (1 oz) 2 179 120  
 (ii) 1/2 Kruger Rand 222 044  
 (iii) 1/4 Kruger Rand 695 755  
 (iv) 1/10 Kruger Rand 1 017 192

(b) (i) Kruger Rand (1 oz) R 865 203 588.52  
 (ii) Kruger Rand 45 246 220.00  
 (iii) 1/2 Kruger Rand 44 800 155.00

Hansard Q Col. 828  
 Mr A F FOUCHÉ  
 Minister of Community Development

How many areas (a) claimed in terms of section 19 of the Group Areas Act and (b) in terms of section 20 of the same Act in 1979, 1980, 1981 and 1982?

1979	8	42
1980	39	39
1981	41	61
1982	16	70

The MINISTER OF COMMUNITY DEVELOPMENT

(a) 27  
 (b) 11

Group Areas Act

644 Mr G B D McINTOSH asked the Minister of Community Development

Whether any open areas have been proclaimed in municipal areas in terms of section 19 of the Group Areas Act since February 1982, if so (a) in which municipal areas and (b) when?

The MINISTER OF COMMUNITY DEVELOPMENT

Yes

(a) Potchefstroom, Cape Town, Springs

(b) 19 May 1982, 1 October 1982, 29 October 1982

29/3/83  
 Social workers  
 Hansard Q Col. 829  
 Dr M S BARNARD asked the Minister of Defence

(1) How many posts for social workers in the Department (a) were vacant and (b) were filled in 1979, 1980, 1981 and 1982, respectively?

(2) whether any such posts lapsed in any of these years, if so, how many in each such year?

The MINISTER OF DEFENCE

(a) Vacant (b) Filled

1979	8	42
1980	39	39
1981	41	61
1982	16	70

(2) No

TUESDAY, 29 MARCH 1983

+Indicates translated version

For written reply  
 134  
 Trade union movements: detainees  
 Hansard Q Col. 830  
 29/3/83  
 Dr A L BORAINÉ asked the Minister of Justice

Whether any (a) Blacks (b) Whites, (c) Coloureds and (d) Indians involved in trade union movements and detained since 1 January 1982 have been tried for any offence if so, (i) how many in each category (ii) for what offence in each case and (iii) how many of them were convicted of the offence charged?

The MINISTER OF JUSTICE

As the hon member knows, people are not prosecuted in the Republic of South Africa on account of *bona fide* trade union activities. The required particulars of the trials of persons detained since 1 January 1982 in connection with activities pertaining to the safety of the State and who are or were otherwise involved in trade union movements but for which trade union activities no prosecution was instituted are as follows

(a) (c) and (d) No

(ii) and (iii) 1 person was prosecuted in terms of section 2(1)(a) of the Terrorism Act 1967 (Act 83 of 1967) and was acquitted 1 person was prosecuted for high treason and was convicted on the charge

Reference books/influx control  
 Hansard Q Col. 831  
 29/3/83



# In costs mines

at which costs have continued to in have a very serious impact on the of Rand Mines marginals Durban and ERPM said the chairman of the 'Dammy' Watt

inger in 1983 will be higher than increases last year but there are sustain certain to be fairly must be substantial fluctuations concern about the rising mean, he Govern added

World bullion markets continued to be influenced primarily by the state of the US economy, the Western economy, in general the volume of Soviet gold sales and the gold supply-demand relationship

"A further consideration of great importance is a fear of major default occurring in the international banking sector

"Recently, the declining oil price has emerged as a factor capable of exerting significant influence on Western economies and the banking sector", said Watt

He added that confusion about the future price of oil appeared to be one of the underlying reasons for the dramatic fall in the gold price

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of manufac ing with the ls of the e published, other infor n official list

offices soon

Life's new Liberty Life be completed of the month, expect to l team on site e needs of sign up from

# Union boss

# calls for private UIF

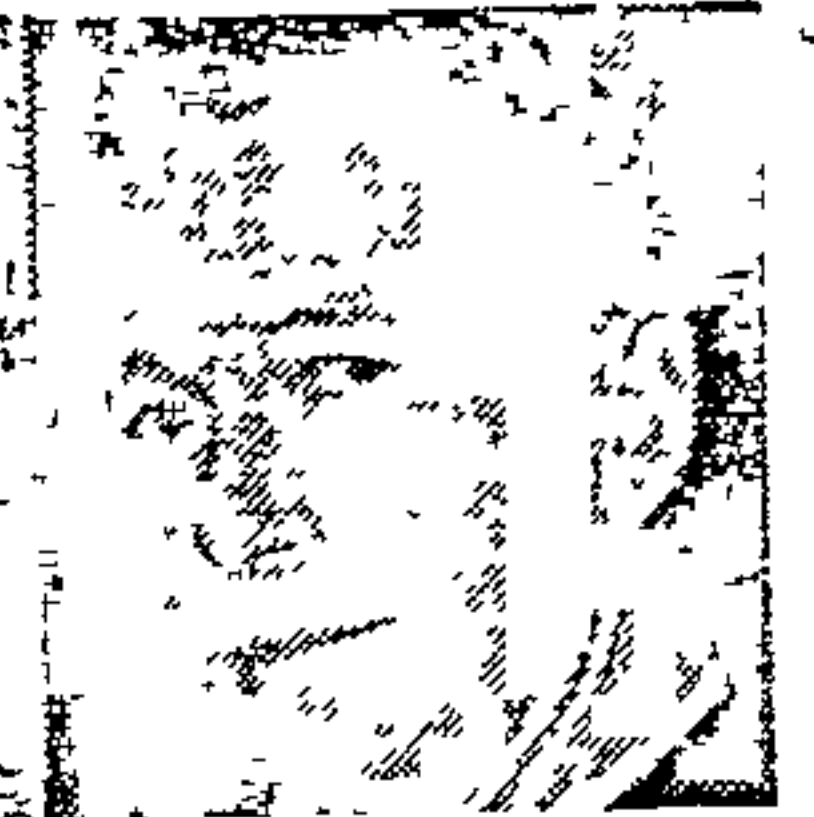
PLAGUED by a host of shortcomings the State-run Unemployment Insurance Fund (UIF) should be revamped and even administered by the private sector

This is "the view of several sources, including Amalgamated Engineering Union general secretary Tommy Neethling

After several months of the UIF's inability to cope with the growing number of applications concern over the "inadequate benefits" being paid out is worsening

The UIF is still suffering serious staff shortages and other problems But

By Lynn Carlisle



Tommy Neethling... the metals industry could operate its own unemployment scheme

benefits are expedited there is an urgent need to improve the scheme

through its contributions and increasing the payouts significantly

Both Dr John Burns, executive director of the Manpower and Management Foundation, and Ben Nicholson, director of the Confederation of Metal and Building Unions, understand the problems

From their enquiries they already foresee the need for "greater participation" by the private sector in unemployment insurance

But Neethling has asked whether the metals industry should not operate its own unemployment scheme - one which like the medical aid scheme, the industry completely controls and administers?

Pointing out that the benefits - which are normally payable for a maximum period of only 26 weeks - made available through the UIF scheme are 'not over-generous', Neethling has suggested that contributions by employer and employee to the fund be increased

even if the administrative mess is eventually sorted out and payment of

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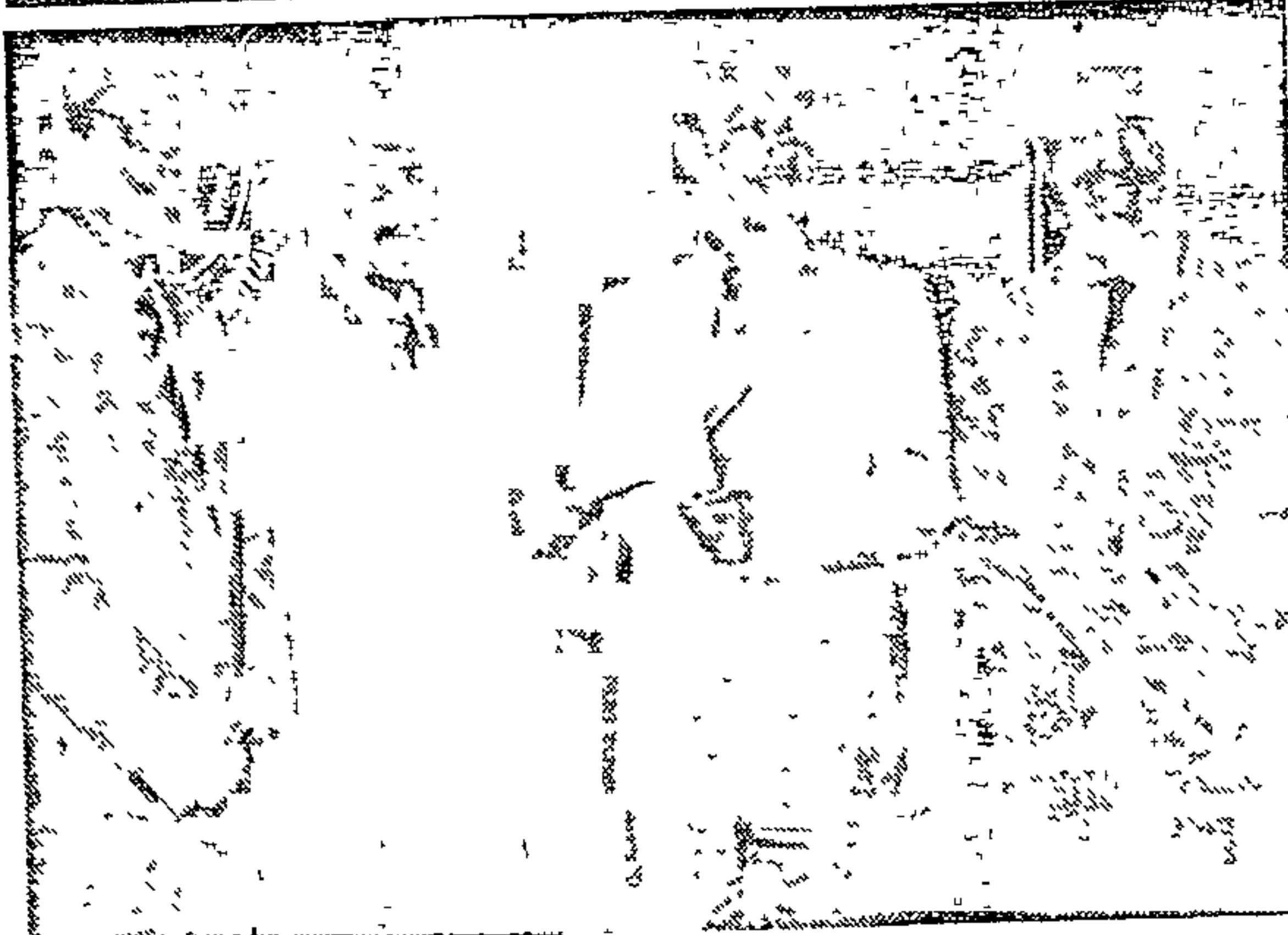
Neethling has suggested that contributions by employer and employee to the fund be increased

An out of work contributor can only receive 45% of what he earned in his job, with the maximum set at R1 300 a month. Right now he may wait several months for his first payment

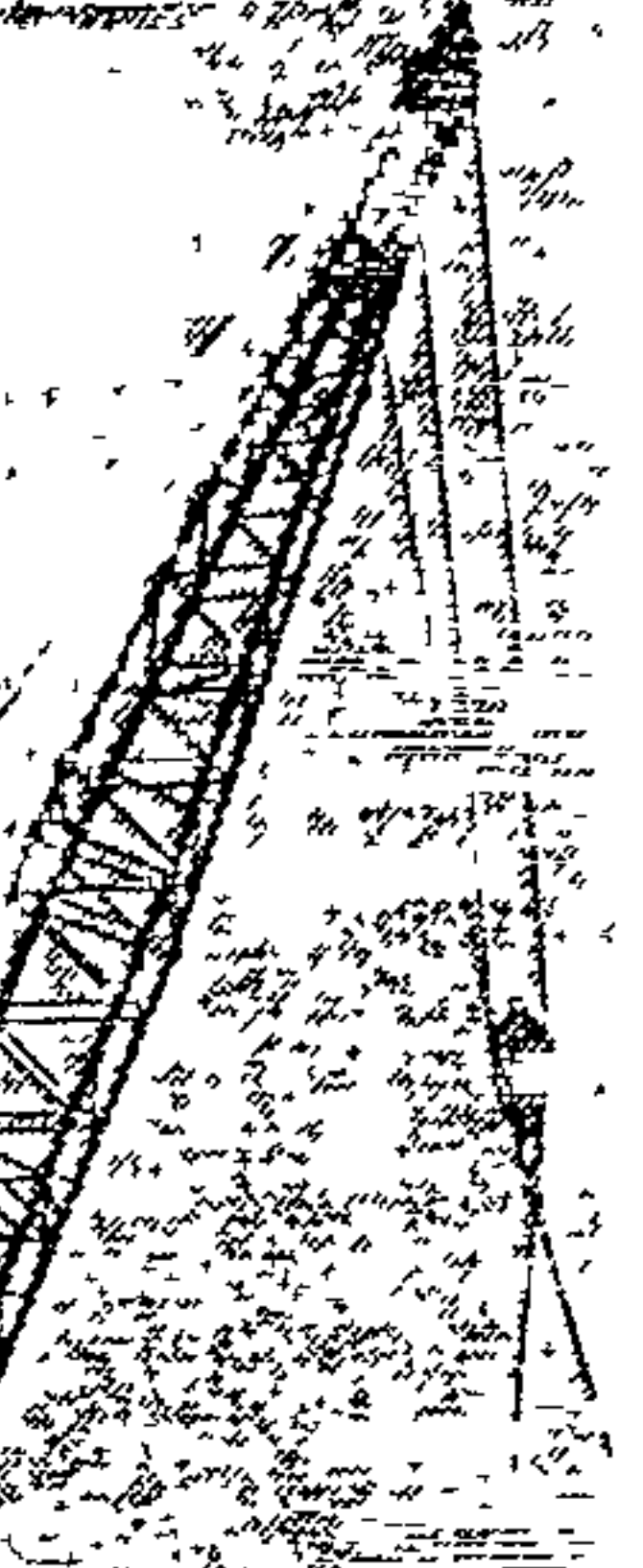
"The employee outlays 0,5% of his earnings each month/week and the employer only matches about 60% of that

It should be possible to double the worker's contribution to 0,8% and have the employer pay on a rand-for-rand basis," said Neethling

## M & R - the Technikon

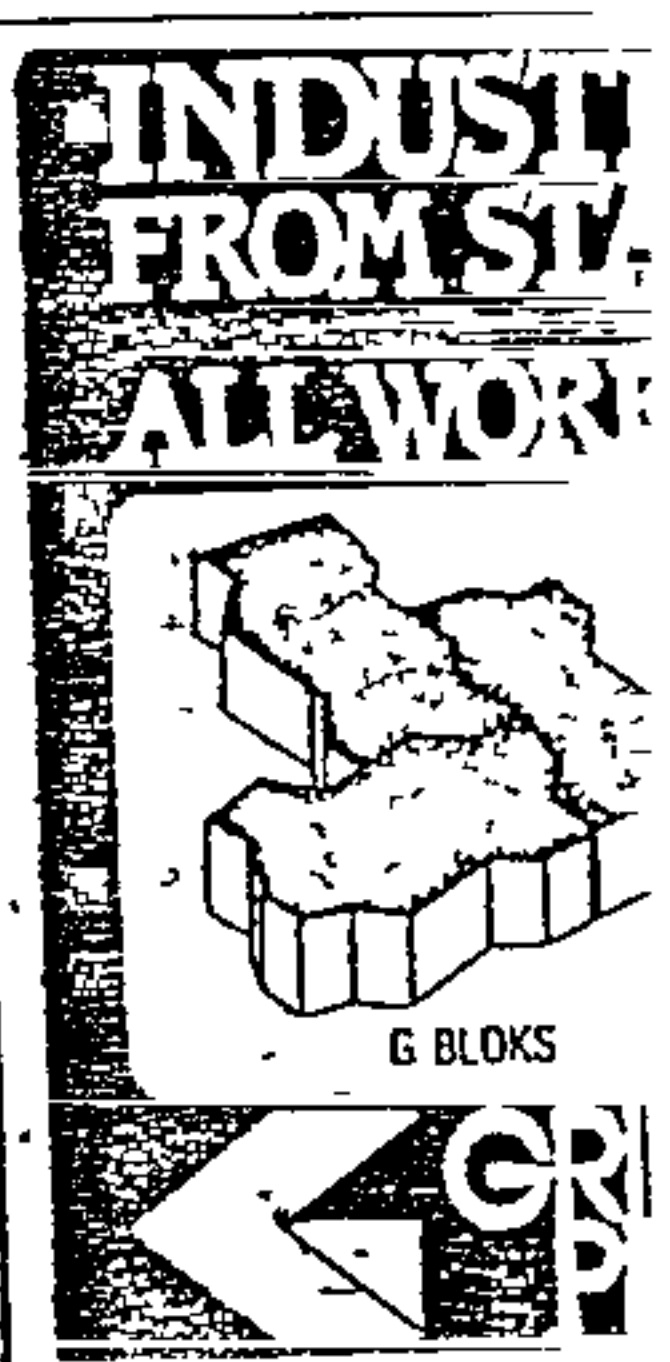


Bert Badenhorst (second from left), human resources manager of Murray & Roberts Engineering (Tvl) is seen presenting a donation to Dr Dennis van Rensburg, director of the Pretoria Technikon. Also pictured are Dr HOFFIE KOEN (left) Pretoria Technikon and Llew von Essen, Murray & Roberts



In the past three months has been awarded contracts is seen piling for two Pretoria Portland C. a R454 000 sub-contract maximum diameter to below terrace level.

INDUSTRIAL FROM ST. ALL WORK



SHOF

save up to 90% of the cost of a new part

where you need a coating that (a) resists wear



Cape Times 8/4/83 (134)



astics display to music is Daphne Thibault Square yesterday was a ie City this week. Picture Dan Bosman

# Prospects of a new pact after union summit

**Labour Reporter**  
**REPRESENTATIVES** of South Africa's leading independent trade unions will attend a summit meeting in Cape Town this weekend from which could emerge a powerful new trade union federation

The meeting has been specifically called to discuss the formation of a new body and follows the unity talks in Port Elizabeth last year which ended in dissension

## 'Too delicate'

Among the union groupings which will be attending are the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the General Workers' Union (GWU), the South African Allied Workers' Union (Saawu), the African Food and Canning Workers' Unions, the Commercial, Catering and Allied Workers' Union (Ccawusa) and the Motor Assembly and Component Workers' Union (Macwusa)

Some other unions are also expected to attend. Union leaders have refused to speculate publicly on the chances of forming a new federation as they believe the matter is "too delicate". Privately, several of the major

unions believe that an alliance of at least some of the unions is possible. An editorial in the latest edition of the Fosatu mouthpiece, Fosatu Worker News, strongly advocated unity on the basis of non-racialism and worker control

The editorial said that since the breakdown of the unity talks in Port Elizabeth last year, there had been much rank and-file discussion on unity, and in many cases a better understanding had developed between the unions

The Port Elizabeth-based Macwusa will be sending a delegation, even though it is holding its annual conference this weekend

Saawu said in a statement released yesterday that "many false allegations" had been levelled against it because of the stand it had adopted at previous unity meetings

However, because it was bound to a decision taken at the meetings that individual unions should not comment to the press, it would not respond

"We only hope that the gag will be removed in this coming meeting so we will be free to put our side of the picture to the public"

# TV 1 & 2 tonight

- 5 27. Programme Schedule
- 5 30 From the Book Scripture reading by Br Cawthorne
- 5 34 Daily Fables Mr Wolf wants a comfort home like all the other animals
- 5 39 Pigeon Street Time for a Hobby All the p... in Pigeon Street have hobbies, but Ger... annoys everyone — playing a saxophone
- 5 53 Captain Pugwash Pirate of the Year Cap... Pugwash thinks he is the only contest... the Pirate of the Year competition, but... is a big surprise in store for him.
- 6 00 News
- 6 14. Pop Shop Cedric Samson presents pop
- 6 31. Periscope A family magazine program
- 6 59 Sportsview Presented by Martin Locke.
- 7.31 Alice (Final Episode) Vera is under the... pression that Gerry is going to marry... When she tells her friends Alice, Flo and... the news, Alice smells a rat What a d... sionment for Vera when Alice tells her G... is a married man
- 8 00 Nuus
- 8 28 Weer
- 8 35 Nuusfokus Analysis of news events
- 8 50 Spesiale Afdeling K1 Wolter Se Wraak A... police series featuring Department K1... young girl commits suicide while under... influence of drugs Her father uses the p... to help him avenge her death, but finds... after the wrong person
- 10 23 Vidocq Vidocq Se Bende Fouche, the Min... of Police, rules secretly — and fraud is... order of the day
- 11 21 Gute Laune Mit Musik A comical look... cerpts from well-known operas There's... a cheeky mouse which keeps interruptin... broadcast to make its own contribution
- 11 54 Nuus
- 0 09 Oordenking Pastor Willie Marais

## TV2

- 6 32. Ikhotha Eyikhothayo Ezabomndeni. N... gets news from Umlalalaba, and Pat... visits the hospital
- 7 00 Izindaba/Iindaba (News)
- 7 10 Jikelele (Magazine Programme) Inclu... (a) Ezinyathelweni Zikajesu (In the Foot... Of Jesus). Jesus Teaches In Parables. The... ables of the sower and the shepherd... found his lost sheep are enacted (b) Inq... Ngezenkolo (Footsteps of Jesus — E... sion Series) A discussion about the par... of Jesus (c) Ziyabuya E-Thekwini (Live i... Durban) A programme of light music f... ing local groups (d) A weekend sports... view, the match between Iwisa Kaizer... and Kwikot Benoni played at Sinaba Sta... and The Golden Boot Competition
- 9 00 Iindaba/Izindaba (News)
- 9 27 Isibikezelo Sezulu/Imozulu (Weather)
- 9 29 Iphunga Elimnandi/Ezenkolo (Epilogue)

# Last night's TV

- TV1 AND Then Came The English — the third part of a fine series tracing the history of the English-
- TV 2 ONCE again Thu... night was saved... coming a bore by... the big fight series

# the Festival

sit on The... an hour long... mind can ab... seat can en... to the play... Highland... ching along... will pro... the soul... body, supper... ices are on... and R1,50 re... om 6 30pm... al items to... the SA Pistol... Champion... crack off at... Range, Ottery

Puppet Show... vide an en... -lf-hour for... the railway

station forecourt, from 1pm, while "Karate-Do" fundis will bend every muscle to enthrall the crowds at Thibault Square, at the same time

Nature lovers can wander through a feast of flora at a "Flora Cosmos" exhibition in the Civic Centre Podium Hall from 10am to 10pm

Highlights of the evening programme include a combined fashion and flower show at the Civic Centre at 7 30pm, and a festival of choirs — all races singing indigenous songs — at the Sea Point Civic Centre at 8pm This programme includes a brass band and a contemporary dance display

# Police rip page from reporter

**Staff Reporter**  
**POLICE** yesterday tore a page from the notebook of a Cape Times reporter, Mr Phillip Van Niekerk, and Western Cape Administration Board (WCAB) officials confiscated the permit of photographer Mr Dan Bosman, while the two were covering the demolition of shelters at the KTC camp

Later in the day, police told Mr Van Niekerk they had information that his entry permit to the black townships was invalid, but the Chief Director of the Western Cape Administration Board (WCAB) Mr I Gunter de-

resident who gave him details of the slogans on banners carried by some KTC residents While he was jotting down the slogans, a policeman approached him, ripped the page from his notebook, took his name and left

Last night the page was returned to him, together with a statement by Captain G W van Rooyen, a police liaison officer for the Western Cape, which said "The police had information that Mr Van Niekerk's permit, which enables him to enter a black area, was invalid. Mr Van Niekerk neglected to leave the area immediately and conversed

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Argus 8/4/83  
134  
**Union summit seeks unity**

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**Labour Reporter**  
A MAJOR summit meeting which could pave the way towards a united trade union movement will be held in Cape Town this weekend.

The conference between emerging trade unions in the country has been initiated by the Cape-Town based General Workers' Union, who wrote to over 14 unions and union federations asking for a meeting

High on the agenda will be the question of unity between emerging, independent and mainly black trade unions in South Africa. This is the fourth such conference to discuss unity in the past two years

The most recent, held in Port Elizabeth in July last year, ended in division after seven unions refused to participate in a federation with unions that were either registered or sat on industrial councils

Although no clear lines were drawn, tending towards the one "side" has been the more industrially-based group of unions under the Federation of South African Trade Unions (FOSATU). The Motor Assembly and Component Workers' Union (MACWUSA) is on the other side with the more "political" unions.

However, union sources country-wide have indicated they will attend the conference and some have said they will put aside differences to discuss "common problems and needs"

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summit

**Labour Correspondent**

ALL the country's emerging union groups are expected to attend a key meeting on union unity in Cape Town this weekend to explore the formation of a closer working alliance between them

While the meeting is certain not to lead to an alliance of all emerging union groups, it could see three major groups — the Federation of SA Trade Unions, the General Workers Union and the two food and canning workers unions — decide to cement a closer alliance, although even this is not certain

The meeting was called by the General Workers Union, which told unions in its invitation that the meeting would explore forming a new union federation

Fosatu, the food and canning unions and several other unions quickly accepted the invitation, but it appeared at first that unregistered unions which have adopted a tough stance against registration with the Government and joining official industrial councils, might boycott the meeting

These unions, led by the SA Allied Workers Union and Motor Assemblers and Components Workers Union (MACWUSA), have now indicated that they will attend

But observers believe the meeting may see a confrontation between them and groups like Fosatu, the General Workers Union and the food and canning unions

The SAAWU/MACWUSA group is likely to accuse Fosatu of not honouring resolutions at earlier union summits to boycott industrial councils and registration while the Fosatu/GWU group is likely to accuse its opponents of giving little practical support to grassroots union unity efforts



134

# Tucsa chief backs teachers' union plan

**Labour Reporter**  
A MOVE has been made in the Transvaal to unionise school teachers in spite of them being excluded from the provisions of the Labour Relations Act

The secretary of the Trade Union Council of South Africa Mr Arthur Grobbelaar is right behind the movement and has offered teachers his advice and guidance if

they elect to form a union  
At the annual conference of the Transvaal Educators Society, a suggestion was made that the country's 22 teacher organisations should hold a meeting with a view to forming an organisation which, through collective action, could work towards improving teachers' salaries and working conditions

Yesterday Mr

Grobbelaar said the Transvaal Educators Society wanted to form a bona fide trade union although this would depend on the consensus of other teacher organisations

There is a pressing need for teachers to try to improve their lot — forming a union would not be easy in the face of the present labour dispensation but they could battle against this legislation

and have it changed'  
Mr Grobbelaar quoted as an example the success of the struggle before 1979 of many black trade unions to become legitimate organisations

A meeting of all teacher bodies is being organised and depending on the outcome of that a union might be formed. At this stage all Tucsa can do is offer teachers advice', he said

~~SECRET~~ 134000 ROOM 17/4/83

COMPLAINTS that workers rendered jobless by the recession are having to wait long periods for Unemployment Insurance Fund benefits are continuing

What makes the latest complaint more significant, however, is that it comes not from a black worker spokesman but from a white unionist, whose members are generally less affected by recession

Mr Tom Neethling of the Amalgamated Engineering Union says staff problems in the UIF are prompting long delays before workers receive benefits

Mr Neethling points out that workers are compelled by law to pay into the fund and that the least they can expect is that the fund pays them when they are deprived of income

He also urges a major overhaul of the fund

While officials insist UIF bottlenecks are being eliminated worker leaders and advice bureaus increasingly appear to disagree



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SAC 11/11/83 (174)

# Unions set to form new federation

Own Correspondent

CAPE TOWN — In what could prove a historic move, seven major independent trade unions, representing more than 200 000 workers, have agreed to form a new federation.

The decision follows a summit meeting between 13 unions and union federations in Athlone at the weekend

A feasibility committee, convened by the Cape Town-based General Workers' Union, will be set up to discuss the mechanics of the federation

The unions that have agreed to join the new federation are the General Workers' Union, the Food and Canning Workers' Union, the Federation of South African Trade Unions, the General and Allied Workers' Union, the South African Allied Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association

Six other unions which attended the talks have made no commitment towards the federation.

Most were not available for comment but the largest of the groupings left outside, the Council of Unions, is believed to have said it had no mandate to enter into a federation

The Motor Component and Allied Workers' Union, which has walked out of the last two unity conferences, said it still had a positive attitude towards unity although it had not formally committed itself to the new federation

Several hundred trade unionists and workers attended the weekend meeting from which the Press and non-trade union observers were barred

No official Press statement was issued.

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the time for a federation was long overdue.

Mrs Emma Mashinini, of the Commercial, Catering and Allied Workers' Union, said her union favoured "unity without pre-conditions".

Last year seven unions walked out of an inter-union summit after laying down seven non-negotiable principles which other unions were unable to meet.

134

# 7 unions plan new federation

By PHILLIP VAN NIEKERK  
Labour Reporter

SEVEN independent trade union groupings representing about 200 000 workers have voted to set up a feasibility committee which will lead to the formation of a major new trade union federation.

The decision was taken at an historic trade union summit meeting in Athlone at the weekend which was attended by several hundred delegates representing virtually the entire emerging mainly black trade union movement.

## Groupings

The groupings, which agreed to work towards a new federation were the Federation of South African Trade Unions (Fosatu), the General Workers Union (GWU), the African Food and Canning Workers Union (AFCWU) and the Food and Canning Workers Union (FCWU) the South African Allied Workers Union (Saawu), the General and Allied Workers' Union (Gawu) the Cape Town Municipal Workers Association and the Commercial, Catering

and Allied Workers Union (Ccaawusa).

These groupings represent the majority of organized workers within the independent trade union movement.

Union groupings which did not vote in favour of the federation were the Council of Unions of South Africa (Cusa), the Motor Assembly and Component Workers Union (Macwusa), the Orange Vaal General Workers Union and the Municipal and General Workers Union.

The GWU, which hosted the talks said last night they would be convening and participating in a feasibility committee to discuss the formation of a new federation with several other unions present at the meeting.

## 'Certain'

The statement said this was 'certain to lead to the formation of a new trade union federation but gave no indication of when the next meeting would be held.

Mr Joe Foster general secretary of Fosatu which is the largest independent union grouping with 10 affiliated unions said their delegates would re-

port back to their members before issuing a statement.

Mrs Emma Mashinini general secretary of Ccaawusa said they were backing the new federation "to form a united front against capital and state repression.

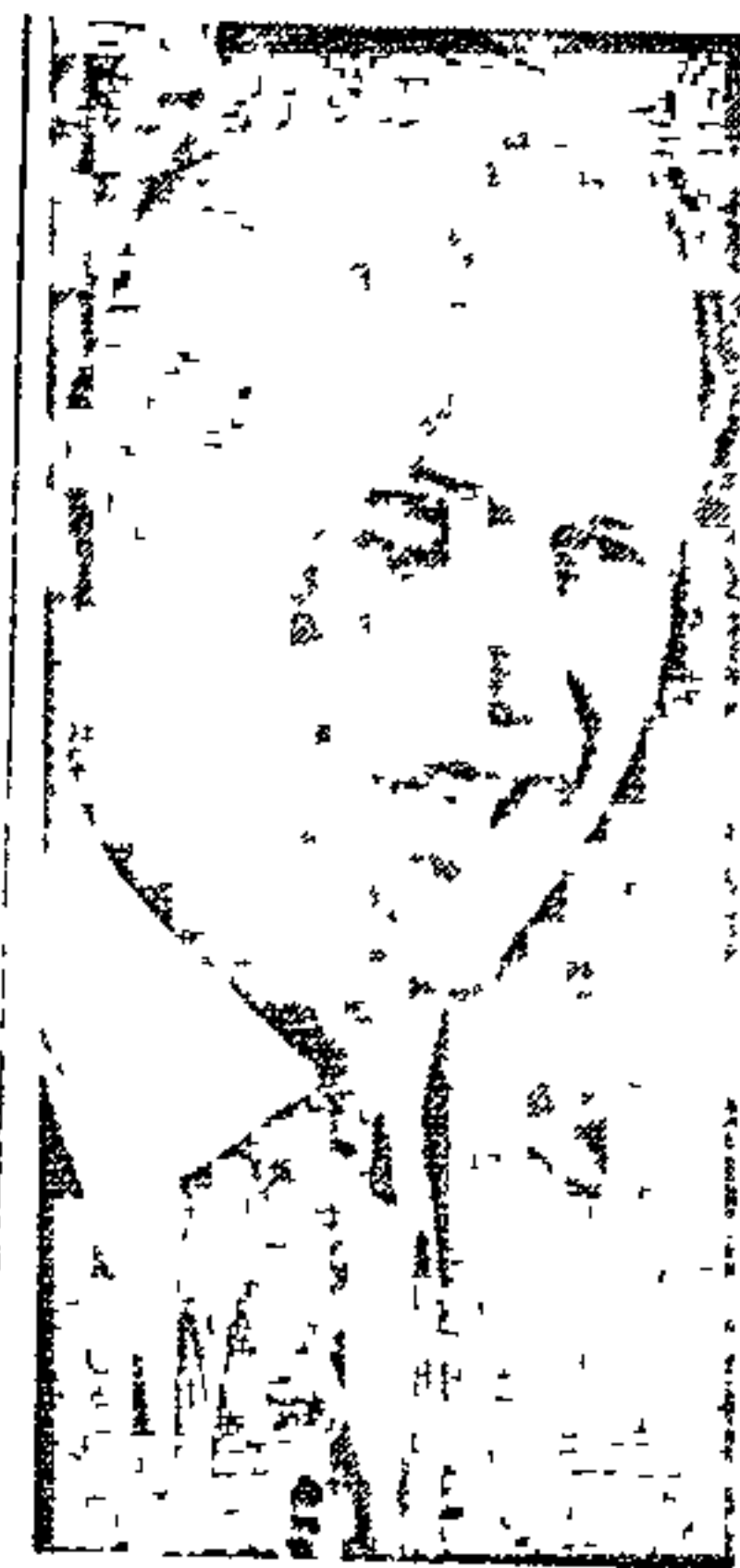
## 'No mandate'

Spokesmen for Cusa, the largest union body to remain out of the feasibility committee were not available for comment last night. The reason they gave for not joining was that they had no mandate from their members. They could still join the new federation.

Mr Jan Theron, general secretary of the AFCWU and FCWU said the formation of a federation was wanted by the unions members.

He said "The time is long overdue for the formation of a new federation which can speak for the workers of this country and tackle the task of properly organizing workers."

The local and international press and non union observers were barred from the meeting which continued throughout Saturday and Sunday.



Prince Philip

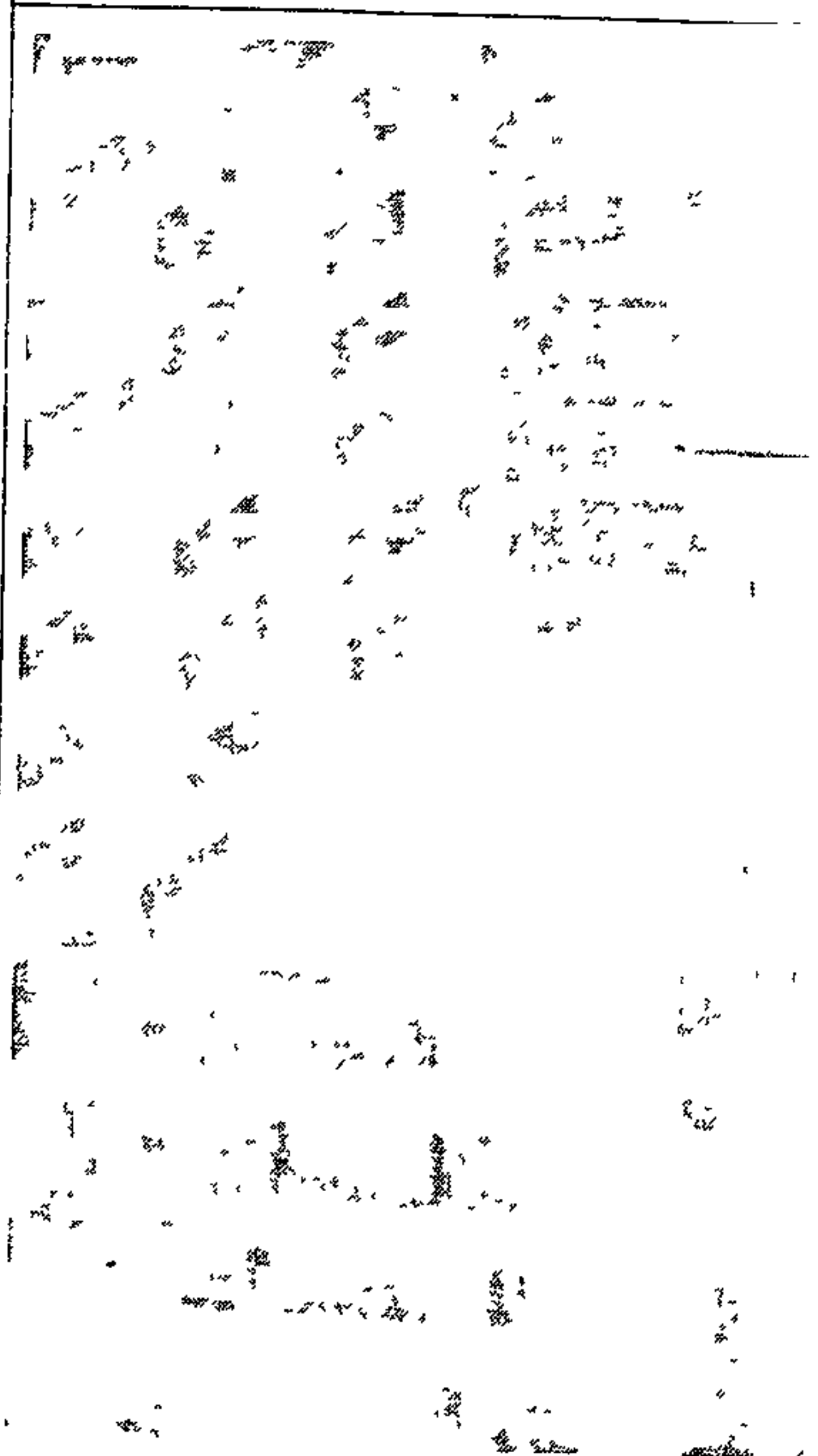
# Phil

Own Correspondent

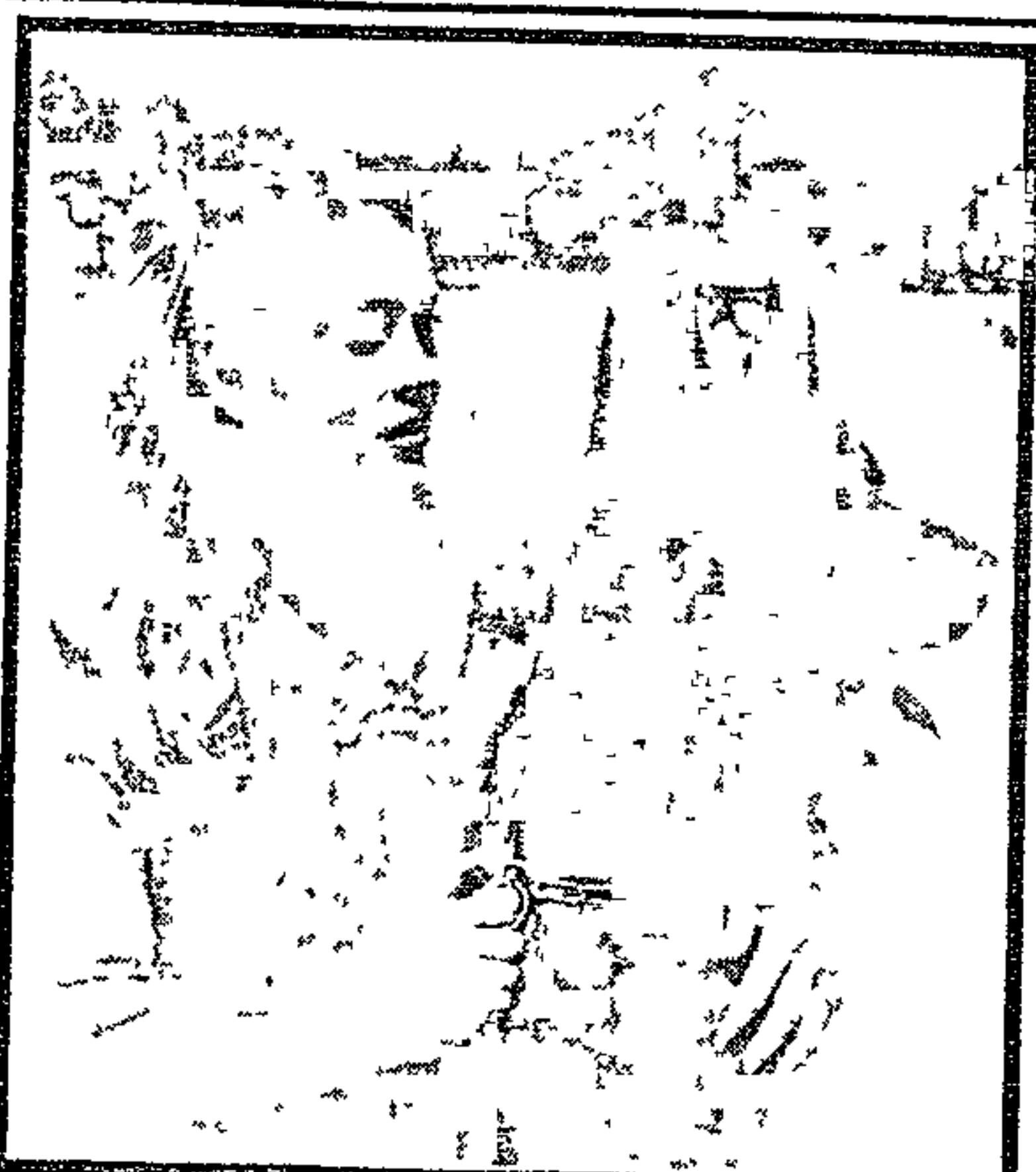
LONDON — Prince Philip will visit farms in 7 months in spite of fears among whites about security.

Senator Paul Sawyer, Colleen and a Miss Sandra Bennett were shot dead last week at a senator's ranch in California. Farmers are demanding militia to protect them.

The low-key royal visit with an international and tour by the Royal Society of the Commonwealth has been the society since it was founded in 1963.



A hang-glider drifts over



## Internal poll on cards in SWA

From KOOS COETZEE

WINDHOEK — An internal election in SWA/Namibia — which could lead to a major clash between the United States and South Africa and could rule out an international settlement for years — now appears to be on the cards here.

The Administrator-General of SWA/Namibia, Dr Willie van Niekerk confirmed yesterday that his current talks with political parties which started on Friday and continue today could lead

## Four Swapo men shot

WINDHOEK — Security forces in SWA/Namibia had shot dead four armed Swapo insurgents in western Ovambo on Friday, the SWA Territory Force announced in Windhoek yesterday.

Some of those killed

## US ca row C

WASHINGTON — The United States Secretary of the Interior, Mr James Watt, has landed himself in an uproar over an attempted ban on the Beach Boys, surfing music pioneers from Independence Day celebrations.

EFFECTIVE



# Unity moves in unions

By MONO BADELA

A NEW trade union federation which will comprise the majority of independent trade unions in South Africa is on the cards following the trade unions' summit meeting held in Cape Town at the weekend.

In what could prove a historic move, seven major trade unions representing more than 200 000 workers in South Africa committed themselves to forming a new federation. The secretary of the Cape Town-based General Workers' Union (GWU) who initiated the unity talks, Mr Dave Lewis, said yesterday his union had agreed to convene and participate in a Feasibility Committee representing several unions present at the meeting whose aim was to discuss the need for the formation of a new

trade union federation

He said "I am confident that within a short time a federation will be formed." He added that he was happy with the outcome of the meeting in Cape Town.

The unions that have said they will join the new federation are GWU, the Food and Canning Workers' Union (FCWU), the General and Allied Workers' Union (Gawu), the Federation of South African Trade Unions (Fosatu), the South African Allied Workers' Union

(Saawu), the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and the Cape Town Municipal Workers' Union (CTMWA).

Five other unions which attended the talks have made no comment on the federation. Most were unavailable for comment. Yesterday the general secretary of the largest grouping, the Council of Unions of South Africa (Cusa), Mr Piroshaw Camay, told **The SOWETAN** that Cusa would take a stand concerning the federation at the Joint Ex-

clusive Council meeting to be held at the end of the month.

Several hundred trade unionists and workers attended the weekend meeting, from which the Press and non-trade union observers were barred. Workers and unionists streamed out of the meeting on Sunday night singing worker songs. Many said they felt "very positive" about the new federation.

Mr Jan Theron, general secretary of the FCWU said the time for a federation "was long overdue."

We deliver and rail

Unions support a united front

Mail Correspondent

DURBAN — The proposed new national trade union federation, the subject of a union summit meeting in Cape Town last weekend, could have wider support than earlier reports suggested

Seven independent trade union groups, representing about 200 000 workers, voted to set up a feasibility committee to consider the formation of the new federation

The summit included the initiator, the General Worker's Union, and the Federation of South African Trade Unions

Four union groups did not vote, but according to spokesmen this was simply because they wanted to report back to their member unions and obtain a mandate.

If just one of these union groups, the Council of Unions of South Africa (CUSA), does decide to join, the proposed federation will represent the vast majority of organised workers in the independent trade union movement

CUSA general secretary Mr Pirshaw Camay said yesterday his organisation would have to obtain a mandate from member unions before a decision could be taken

He said the matter would be decided at a joint executive council meeting at the end of the month

The general secretary of the Motor Assembly and Component Workers' Union (MACWUSA), Mr Dennis Neer, said his union delegation left before voting took place on Sunday because of their annual congress. A decision would be made soon, he said

Unions which did vote for the formation of a new federation at the weekend said yesterday they were pleased with the result of the meeting as a united workers' organisation was badly needed in the South African labour movement



Sowetass 14/4/83

# Unions condemn Press

**TWO non-racial trade unions, the South African Allied Workers' Union (Saawu) and the General Allied Workers Union (Gawu), yesterday strongly condemned the commercial Press, especially a Johannesburg morning daily, for "being prejudiced and derisive" in presenting labour matters to the readers.**

In a joint statement handed out at a Press

conference, both Saawu and Gawu accused the commercial Press, and in particular the Rand Daily Mail, of "becoming part and parcel of a total strategy which is aimed at subverting the workers' struggle in this country"

The unions claimed that the Press made statements which were "presumptuous" It accused the Press of adjusting public opinion to

"its own wishful thinking"

It also accused the Press of alleging that there were trade unions which were hostile to the formation of a new federation of trade unions, and others which were for the federation "Our experience is that all unions which participated in the unity talks are committed to the formation

of a federation though they may understandably differ on how to work towards the formation of that federation," the two unions contended

The unions refuted as "a blatant lie" a statement made in a morning daily following the deadlock in the Port Elizabeth talks that resulted in seven unions staging a walk-out The unions contended that the Press portrayed the seven unions "as destructive" and having attended the talks "with preconceived ideas" It claimed, at a previous meeting held in Johannesburg earlier last year, that unions were asked to bring forth proposals to be considered when examining the feasibility of forming a new federation.

The unions made it very clear that they were not only working towards the formation of a new federation of trade unions but remained equally committed to the implementation of powerful regional solidarity committees

# Mine wage talks in bid to end deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

EMPLOYERS and white unions in the mining industry will meet tomorrow in a final attempt to reach a wage deal to prevent unions calling a dispute with the Chamber of Mines

A dispute is the first step towards a legal strike

Meanwhile, unions and employers in the giant metal industries have agreed to meet on April 26 to formally begin negotiations on pay

Employers, represented by the Steel and Engineering Industries Federation, are against any increases at all and established unions want a 14% rise. Emerging unions are still formulating their demands

On the mines, unions and employers reached deadlocked at a meeting held at the end of last month when the Chamber of Mines said it would not make a formal wage offer unless unions moderated their demands

Unions say they have asked for a 13.1% rise, but employers say the unions'

total demands, including fringe benefits, are over 20%

"We hope Friday's meeting is able to settle the wage issue. We don't believe that, in the present climate, the country can afford a confrontation in the industry," a mine unionist said yesterday

Meanwhile the SA Boilermakers Union has attacked employer calls for unions to forego wage rises because of the recession and drought

An article entitled "Recession and drought are not our doing" in the union's journal "The Crucible", says that the drought was making the lives of union members harder as well as affecting the economy

It adds unions are often unable to assess whether employers are able to pay increases because unions are not given "factual information on which the employers' claims rest"

"Very little" compensation was provided for retrenched workers at present and the negotiations should be aimed at helping and protecting them



(134) Cape Herald 10/4/83

# New bid for union unity

A MAJOR new federation of trade unions is on the cards following a trade union unity summit in Athlone at the weekend.

Seven independent trade union groupings, representing over 200 000 workers agreed to establish a Feasibility Committee to investigate the form the new federation will take.

They were the Federation of South African Trade Unions (Fosatu),

General Workers' Union (GWU), South African Allied Workers' Union (Saawu), Food and Canning Workers' Union (FCWU)/African Food and Canning Workers' Union (AFCWU), Cape Town Municipal Workers' Association (CTMWA), General and Allied Workers' Union (Gawu) and the Commercial, Catering and Allied Workers' Union (Ccawusa).

The seven represent most of the organised workers within the independent black trade union movement.

## REPRESENT

Four union groupings did not commit themselves to participating in the Feasibility Committee. Most said they did not have mandates to form a new federation.

They may join at a later stage.

The Athlone summit, initiated by the General Workers' Union, follows an abortive attempt in Port Elizabeth in June last year to form a new federation.

## PRECONDITIONS

At that stage the unions resolved that there was no basis for the formation of a federation as most of the unions present had preconditions.

However, at Athlone it was agreed that a federation would first be es-

tablished which could then determine for itself what its policies would be. The mechanics of the federation will now be investigated by the Feasibility Committee, which is due to meet soon.

The breakthrough apparently came through a realisation that, with the pending constitutional changes and tougher influx control laws, there was now an even greater need for unions to unite.



# lash Louis Over marks

**JOHANNESBURG**  
The Media Workers' Association of South Africa (Mwada) and the Southern African Society of Journalists (SASJ) have expressed disgust at the views of the Minister of Law and Order, Mr Louis Le Grange, expressed to the Committee for the Protection of Journalists.

They were reacting to Mr Le Grange's statement that there were probably informers on South African papers and his defence of the use of informers.

Mwasa president Charles Ngakula said "One expects this where the oligarchy is jealously guarding its interests which can only thrive in cloak and dagger situations, culminating in detentions and banings."

SASJ president David Bleazard said, "The SASJ views with disgust the cavalier attitude of the Minister on this issue."

"The committee makes the fundamental point that freedom of the Press is essential for a democratic government and that controls support the rule of the few," said Mr Bleazard.

It would be naive to be shocked by Mr Le Grange's attitude, added Mr Ngakula.

# 'GOVT GAAG ON TIGHTENS ON BLACK PRESS'

*City Press*

7/1/83

134

Black journalists in South Africa bore the brunt of the Government's attacks on the Press, an international newspaper body has found.

The New York-based Committee for the Protection of Journalists says that banings and detentions were used against the South African Press but that "the victims are almost always black journalists."

It also accused the South African Government of "obvious cynicism" in its claims that the South African Press was the freest in Africa.

Even if it was true that the South African Press was the most outspoken in Africa, "it is no thanks to the Government".

"Through its laws and its enforcement of those laws, the South African Government is the enemy of Press

## CP Special Correspondent

freedom," the committee said

Its report on the South African and Zimbabwan media was compiled after two members, Laurie Nadel and Aryeh Neier, visited Southern Africa earlier this year

It also said "Though journalism practised by whites is severely circumscribed by laws and administrative practices, those most susceptible to Government reprisal are the journalists among the 85 percent of the population that is not white"

"In addition, those persons who attempt to publish multi-racial,

non-commercial journals suffer especially intense harassment, often including the closing of their publication."

The committee said that all South African journalists shared "the suspicion that their phones are bugged and that police informers are working in the newsroom"

It quoted the Editor of the Johannesburg Star, Harvey Tyson, saying "We assume our phones are tapped"

"There are always four or five informers in the newsroom. We become so suspicious that sometimes, when a man is banned, someone will allege that was a cover."

"We assume that everything is watched," Mr Tyson said. The committee said the Minister of Law and Order, Mr Louis

le Grange, laughed when he was confronted about the presence of informers in newsrooms

Mr Le Grange is quoted as saying, "Of course, they are probably in newsrooms."

"No journalist of any experience should try to bluff me and say that's not to be expected."

The committee also said that the laws against the Press in South Africa had produced "self-censorship that results in the suppression of more information and ideas than would be suppressed through the actual enforcement of the law".

The Newspaper Press Union's actions had stimulated more self-censorship and this was exactly what the Government wanted, be-

cause it preferred this to taking action directly against journalists.

"Just enough black journalists are presently imprisoned or banned, and just enough newspapers are prosecuted or closed to maintain the credibility of the Government's threat of still greater reprisals and still greater legal censorship."

The committee also disclosed that it had asked the US Ambassador in South Africa, Mr Herman Niskel, to take up the case with the Government of Mr Mathath Tsedu, a Sowetan reporter who was arrested in June 1982 and had not been charged, and banned journalist Judy Mayet whose banning order is due to expire in June.

It revealed that it had "discovered that the black journalists who are the victims of banings, detentions and newspaper closings have no contact with the United States Embassy"

The committee said journalists were surprised that the question of contact with the US Embassy had even been raised with them.

This response, they made clear, reflected their view that the Reagan Administration's announced policy of "constructive engagement" with South Africa meant support for that government.

"Accordingly, they considered it preposterous that they should seek contact with a supporter of the Government that oppresses them."





# Talks may lead to SA's biggest movement

18/4/83

## Labour Week



STEVEN FRIEDMAN

LAST weekend's union unity meeting could be a watershed for emerging unions. Groupings with a combined membership of more than 180 000 — Fosatu, the General Workers Union, the Food and Canning unions, the Commercial, Catering and Allied Workers Union and the Cape Municipal Workers Association — have agreed to form a committee to work out details of a new federation.

Thrashing out how this body will operate should take several months at least and there could be hiccoughs along the way.

But the unions insist it will emerge. Food and Canning, for example, says the unions have "no option" but to form the new body if they want to tackle "intransigent employers" nationally.

In other words, most major emerging unions believe they have reached a stage where the costs of not uniting are so great that old rivalries will not stand in the way of the new body.

When it is formed, it could be the biggest black union body in the country's history. It also could see a merging of unions in key industries and a streamlining of black union operations in the factories.

Who will join is still unclear. It is still conceivable, but unlikely, that some groups listed above could drop out.

The SA Allied Workers Union and General and Allied Workers Union have also joined the committee planning the new body.

But they have not publicly committed themselves to it as the others have and it will still be a surprise if they join. Several groups which did not join the committee insist they may yet join.

The 100 000-member Cusa will discuss the issue on April 30. It stresses it needs a man-

date from members to decide.

Even the Motor Assemblers and Components Workers Union (Macwusa), which walked out of past unity summits, says it is still to decide on its attitude.

Perhaps But Fosatu, GWU, Food and Canning, Ceawusa, and the Cape municipal union are still by far the likeliest starters.

homelands and workers will have to collect benefits in these areas.

There are doubts as how the separate UIFs will be run. And the new system also creates an unusual situation.

It will mean, for example, that a Venda citizen who is born in a "white" city, has made his home there and has never visited Venda, will have to contribute to that territory fortnightly to claim benefits if he loses his job.

But nobody's surprise, the Metal and Allied Workers Union has formulated demands for the metal industrial council pay talks which far exceed those of established unions on the council.

MAWU expects to take part in the bargaining for the first time this year.

It wants a R90 a week minimum wage — some 40%

18/4/83

HERE'S one for those who feel the Mail's labour coverage is madly radical.

Two unions, the SA Allied Workers Union and General and Allied Workers Union, this week held a Press conference. We did not attend — it is our policy only to cover conferences if we are told where they are being held.

There they issued a statement attacking our coverage of union unity talks and charging we were "prejudiced and derisive" in our 14-hour reporting.

The two claim the Mail incorrectly portrayed them as opponents of union unity and say we are "becoming part, and parcel of a total strategy aimed at subverting the workers' struggle."

Attempts to obtain confirmation of our new role from General Magnus Malan have thus far proved unsuccessful.

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13/6  
Unions accuse press

CAPE TIMES  
Labour Reporter 18/4/83

THE South African Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu) have accused the press of "adjusting public opinion" and "subverting the workers' struggle" by its reporting on the moves towards trade union unity.

In a joint statement issued on Friday, the unions said reports that seven trade unions had walked out of the unity talks in Port Elizabeth last year were lies.

The statement said that between the Port Elizabeth talks and the recent talks in Athlone, a lot of "prejudiced and divisive statements" had appeared.

"It is unbecoming for the press to adjust public opinion into its own wishful thinking by stating that there are unions hostile to the formation of the envisaged trade union federation and others for the federation.

"That is not our experience. All unions which participated in the unity talks were committed to the formation of a federation though they may, understandably, differ on how to work towards it."



# Talks may lead to SA's biggest movement

18/4/83  
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18/4/83

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## Labour Week



STEVEN FRIEDMAN

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151  
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MAWU expects to take part in the bargaining for the first time this year.

It wants a R90 a week minimum wage - some 40%

more than the present minimum - and an R18 a week across the board rise. It also wants an overtime ban and a 40 hour week to reduce retrenchments.

Another MAWU proposal is that the council no longer bar "stop orders" to unions who have a majority or represent 500 workers in a plant. Most of these demands will be fiercely resisted by employers who want a temporary wage "freeze" because of the recession.

But a key issue could be the metal pension fund. The agreement setting it up is due for renewal this year and MAWU wants its rules changed to give workers a majority on its board.

Both employers and established unionists are against this and some industry sources say the fund's existence is in danger - at least temporarily.

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council R3 million and has total annual interest repayments of R5 million

The city council undertook to assist after a meeting between officials from the TRFU and the management committee but legislation prevents it from doing so

"We want to borrow money on the overseas market at a lower interest rate than the TRFU could negotiate but the Government must service the loan. We have asked the Government to change legislation which prevents us from doing so and the ball is now in their court," explained the management committee chairman Mr Francois Oberholzer

He said that the council had a duty to help the TRFU because it had lent the union R3 million of ratepayers' money

"Ellis Park is not used to capacity and I feel it would be wise to delay building the State's proposed soccer stadium at Crown Mines because saving Ellis Park is the sensible thing to do," said Mr Oberholzer

The Progressive Federal Party's council leader, Mr Sam Moss, said the TRFU could not meet its interest repayments, let alone repay loans

However, Ellis Park was an integral part of Johannesburg and should remain so in future

"Ellis Park belongs to the City of Johannesburg Volkskas Bank, as the bondholder, must not be allowed to take control. The council cannot wipe its hands of the problem"

Mr Moss said that a Crown Mines soccer stadium would reduce the chances of Ellis Park becoming viable and said that the council should accept responsibility for the stadium so it could be used for more activities

Mr Oberholzer rejected this suggestion, saying that the residents of Johannesburg could not afford such a millstone around their necks

# UK firms slow to recognise SA unions

Labour Reporter

Slow progress was being made by British subsidiaries in South Africa towards either formal or informal recognition of trade unions representing black workers, a British Department of Trade survey has reported

The survey covering a period from July 1981 to June 1982 analyses wages and working conditions of about 180 subsidiaries

Out of 130 companies, 41 had not held wage negotiations for black workers, and in 34 cases the workers were not represented in wage negotiating bodies, the survey says

These companies are expected to submit information to the Department of Trade under a voluntary code of conduct. However, some 13 firms declined to do so.

Companies which had submitted reports affected about 134 000 black workers in South Africa, and about 10 000 of these were migrant workers

A number of companies noted restraints on implementing the code which were either the result of laws or local Government policy, and some firms had also made contributions to community affairs

The survey was recently tabled in the British House of Commons

The voluntary code of conduct concerns issues such as equal pay for equal work, desegregated facilities and company recognition of unions with majority worker membership



A tropical breeze drifted through Jan Smuts Airport last night as a group of Sega dancers and musicians arrived from the island of Mauritius. They are here to promote a hotel on the island and will travel around South Africa for three weeks. Claudine Dupouy and

Yves R... entertain dancing. centre to

## run, er'

... (29) who died ... and a speeding car ... in Tembisa main- ... but the victim of a

... with his girlfriend ... The girl walked ... owed her outside and ... a car and dragged ... department at Endul- ... and broken bones ... of his family said ... fate of his body that

... gations that Mr Mo- ... moving car and found ... We spoke to neigh- ... vicinity in which ... taken place but they ... d nothing,' a police ... re continuing

## arts to pay

... care mothers to bring ... children in for inno- ... on was paying off ... e said a stream of ... phlers had been dis- ... ed throughout the ... ck townships the ... hit areas. In addi- ... mobile units were ... stationed in these ... s to facilitate access ... medication for those ... out transport ... ne disease has recent- ... spread to the North ... Prison

## Court acts on estate of attorney

By Rashid Chopdat

The estate of a former attorney Mr Michael Sassin of Sandton, who was struck off the roll for running his financial affairs negligently, was today placed under provisional sequestration in the Rand Supreme Court

The application was brought by Mr Sassin's attorney, Mr Paul Snaid who in court documents said he was owed R1 500 in legal fees which Mr Sassin was unable to pay

Mr Snaid said that by August 1981 Mr Sassin had found himself in severe financial difficulties. There was a deficit of about R200 000 in Mr Sassin's trust account and he was unable to pay debtors. Mr Sassin had ceased to practise as an attorney, Mr Snaid said

In March 1982 Mr Sassin was struck off the roll by the Incorporated Law Society of South Africa

Mr Snaid said that although the application was deemed appropriate and necessary by the law society, it was accepted to this day that Mr Sassin

## Soldier stole to swop for

APR 1983

Pretoria Correspondent

A national serviceman who said he was sentenced by the Pretoria Regional Court to a total of five years' jail suspended for theft and dealing in drugs

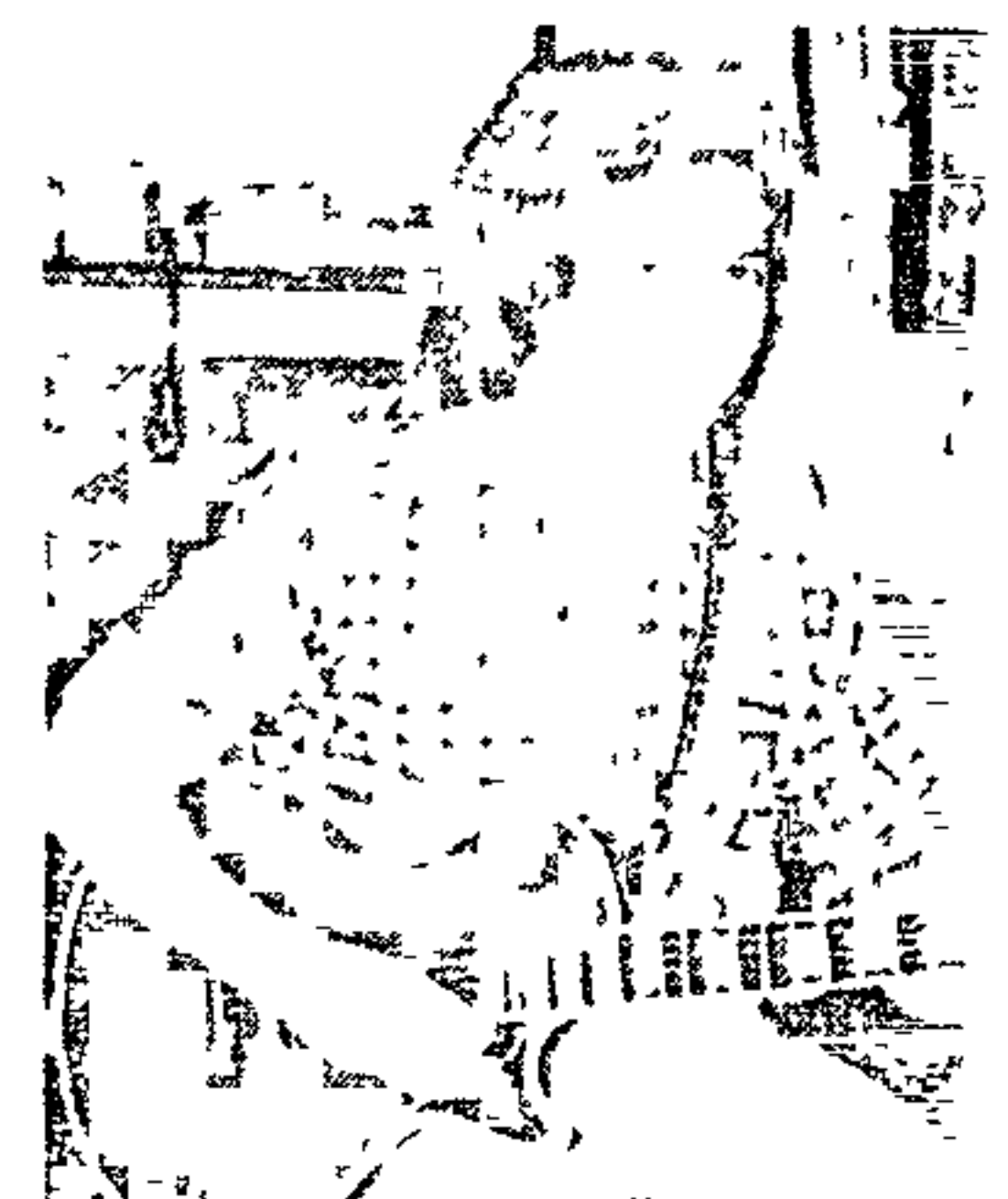
Raymond Page (19) of One Mile Voortrekkerhoogte, had pleaded guilty to stealing an FN rifle from the South African Defence Force and possessing 32 Mandrax dagga cigarettes

The drug sentences were postponed because he attends the Aurora Rehabilitation Centre

There was evidence earlier that Page had stolen the rifle from other men - who are being prosecuted - stole the rifle late last year. Page was changing it for 32 Mandrax tableted cigarettes. He said he was addicted to the drug

A probation report said Page's attitude was serious and he had previous convictions for petty theft

The magistrate, in his judgement, was serious, and although Page had pleaded guilty, his personal circumstances were taken into account



MD  
Biggest  
ON  
DC

*Little LION*  
**BABY WALKING RINGS**

- Folds away for storage
- Strong stainless steel frame
- Padded seat
- Beads to keep baby amused



SAWETAN  
**Unions**

**unite**

12 APR 1983

THE National General Workers' Union (NGWU) has agreed to join a proposed federation of unions.

A spokesman for the union, Mr Donsie Khumalo, said "Representation by one body could go a long way in solving labour disputes. The step may also create a sense of togetherness among workers."

Unions that have so far agreed to form a committee to work out details of a new federation are: Fosatu, Gwusa, the Food and Canning Unions, Commercial Catering and Allied Workers' Union and the Cape Municipal Workers' Association

# Black unions 'vigorous'

NEW YORK — South Africa's emerging black trade-union movement is showing "surprising vigour" in spite of the worst recession since World War 2.

This is the picture of the movement given to readers in a report in the influential Boston-based Christian Science Monitor.

The international newspaper reports from Johannesburg that trade unions led the country to a record 394 strikes in 1982.

The number of strikes was a surprise for two reasons:

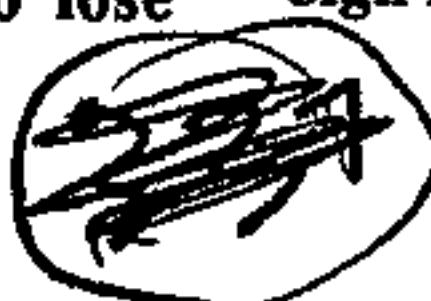
The unions were expected to lose

muscle under the burden of the economic recession.

Commerce took the strikes in its stride without the exaggerated fears it once held on black bargaining power.

A labour specialist quoted in the report says: "The major union bodies have established themselves and are here to stay."

Black unions are estimated by most analysts to be holding their own, if not making gains in membership. They are also making "dramatic" inroads into the mining industry. — The Star's Foreign News Service.



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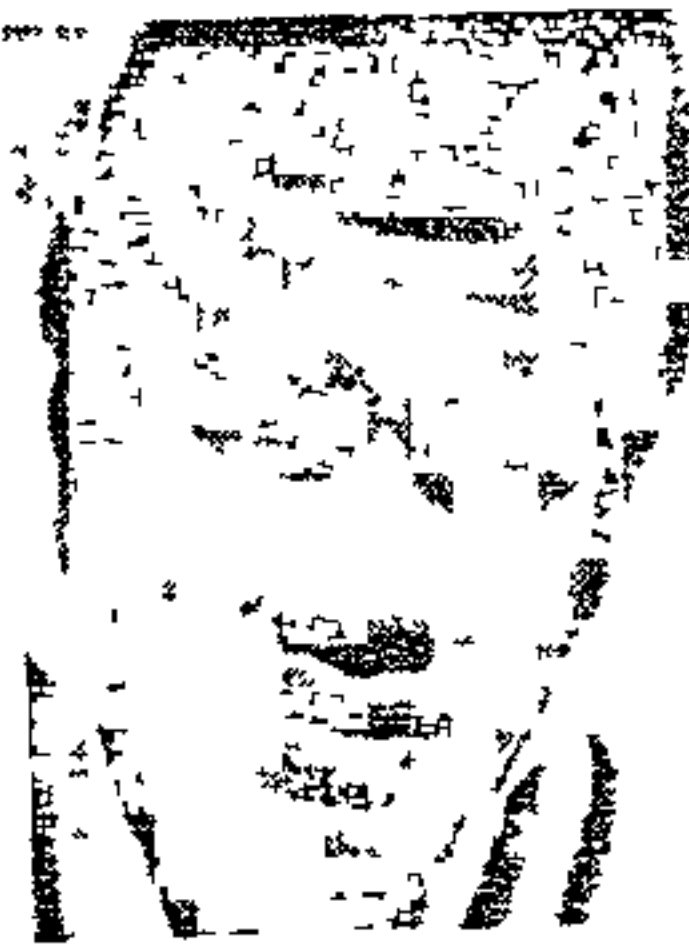
20 APR 1983  
Hew



## A new audience

South African novelist J M Coetzee may soon be reaching an international audience through a film version of his acclaimed book, "The Heart of the Country"

In a surprise move Professor Coetzee has granted the film rights to a little-known Belgian director-writer, Marion Hansel who is currently in South Africa to raise some of the production money See Tonight'



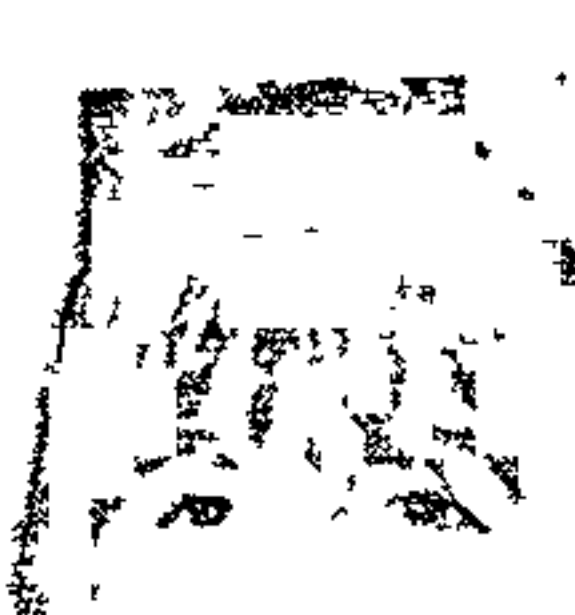
In the top five

## Praise for Kalli

West Indian and Transvaal batsman Alvin Kallicharran (above) has been named by Wisden as one of its five Cricketers of the Year

In a show of encouraging support for South Africa's return to the international cricket arena, Wisden's editor, John Woodcock, devotes considerable space to both the English and Sri Lankan "rebel" tours of South Africa in the latest edition of the cricketer's bible

Kallicharran earned the award through his magnificent performance for Warwickshire last season when he was the only batsman in the English County Championship to score 2 000 runs See Page 20



## Murder (154) accused 'hates all blacks'

20 APR 1983

PIETERSBURG — A man charged with the murder of three black men and the attempted murder of two others said yesterday that he hated everything that was black

Appearing before Mr DP Pienaar in the Pietersburg Magistrate's Court were Mr Pieter Wilham de Beer (21) and his brother Mr Zacharius Hendrick de Beer (18), who have pleaded guilty to both charges

The two allegedly opened fire on a passenger train about to leave Pietersburg for Pretoria on Sunday night, killing three men and wounding two

The dead were Mr Patrick Papo (29), Mr Phineas Sebelebele (27), and Mr Nelson Somo (24) The wounded men, Mr Frans Mamashela and Mr Alpheus Raphala are recovering at the Pietersburg Hospital

### NOT DRUNK

"I hate everything that is black and if I had been given an opportunity I would shoot a few more blacks," Mr Pieter de Beer said

When asked by Mr Pienaar if he shot the men because he was drunk, he replied that he was fully aware of what he was doing

The case has been referred to the Attorney-General — Sapa



On opposite sides of the fence — foes in the Sandton Ward 3 m... tion on May 18 are the independent candidate, Mr Douglas... (left), and the Progressive Federal Party candidate, Mr Willem... nents met yesterday when nominations were announced Mr... engineer and lives in Morningside Manor Mr Hefer, who is a... the Progressive Party, is a private consultant and lives in M... election was called after the death early last month of the PFP... 3, Mr Noel Pantan-Jones

Picture by

## Top boss (30) challenges Etheridge

20 APR 1983

CAPE TOWN — Pick 'n Pay chairman, Mr Raymond Ackerman, has challenged Anglo American's Mr Dennis Etheridge to ensure his own corporation is blameless before accusing the rest of South African business of corruption

Last month Mr Eth...

## Cattle starved in SAR 'oven'

20 APR 1983

By Clyde Johnson, Lowveld Bureau

KOMATIPOORT — In blistering heat, and without food or water, 25 head of cattle spent 77 hours in a suffocating railway truck at the Tenbosch siding near here last week

When the truck was opened the animals, each of which had lost about 60 kg, were so weak and exhausted that they were unable to walk to a nearby drinking trough

Some of the animals have recovered, but three cows are unable to eat without help — four days after the ordeal

The distressed owner has laid a charge of cruelty to animals The Komatipoort Railways Police... A cattle farmer Mr Piet Stassen,

## Fig mir hot

By I

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# A movement of history

ARGUS 20/4/83 (134)

## Labour Reporter

MR JOHNSON Mpu-kumpa is a confident, articulate man. Slightly built, with a winning smile, he says he is proud to be in the union movement.

A worker in a local engineering firm, Mr Mpu-kumpa is national chairman of one of the most powerful of the independent unions — the Cape-Town-based General Workers' Union, which now has more than 11 000 members. Because he is elected he receives no payment from the union.

Mr Mpu-kumpa recently chaired the historic inter-union meeting in Cape Town out of which has come a federation comprising seven of the major independent unions.

## Living apart

Like thousands of other black workers in Cape Town, Mr Mpu-kumpa is forced to live apart from his family. For the past 16 years he has shared, with another man, a "kitchen room" in the overcrowded men's hostels in Nyanga East.

"I would like to have a room of my own, but so far I've had no luck. We've had to make our own alterations — put up partitions, paint the place and so on," said Mr Mpu-kumpa, who is also chairman of the Nyanga East hostels.

He believes firmly that he is nothing without the support of the workers he represents. Some of that support was evident recently when he received an enthusiastic welcome from hundreds

of workers at the airport and at the hostels on his return from a week-long trip to London where he attended an International Transport Workers' Federation (ITF) meeting. ITF is the international body to which the GWU is affiliated.

## First trip

It was his first trip out of the country. One of the most exciting aspects was the opportunity to meet workers' representatives from all over the world, he says.

The union, which began about 10 years ago as a Worker's Advice Bureau, now represents almost all the stevedores in the country's four major ports and has made major inroads into the engineering industry in Cape Town.

"Workers join the union to have a channel to express their grievances," says Mr Mpu-kumpa. "Without the union, the workers are voiceless. But the union must be run by the workers themselves. They must take the decisions."

## Partners

"It is no good for a leader to run alone and leave the workers behind. Workers and leaders must all grow up together."

Unlike some independent unions which have emphasised black leadership, the GWU's policy is one of "non-racialism".

"If we say we are democratic we can allow no hint of racism. Colour is not the question. The question is whether a union represents its members or not."

Born in Transkei, Mr Mpu-kumpa has worked in various engineering factories in Cape Town for the past 20 years.

"When I first came to Cape Town as a young man I went to night school to study commerce."

"I wanted to be a man of money," he says with a laugh.

## Factory floor

Instead, he carried on working in a factory and when he was offered an office job in the personnel department, he turned it down, saying he would learn more about "the situation" if he stayed on the factory floor.

Mr Mpu-kumpa's wife and four children live in Idutywa. He sees them twice a year, at Easter and at Christmas.

Most of the R67 a week he earns in wages goes towards supporting his family.

## The duty

"Each and every worker would like to stay with his family, but many cannot."

So it is the duty of the union to take up issues like influx control. Many of us, too, have no houses.

"The KTC issue, where people are fighting for houses, has touched the workers deeply."

## Tension

The year ahead will be one of "tension", according to Mr Mpu-kumpa.

"We have to fight retrenchments now every day. The recession doesn't help union activities."



Mr Johnson Mpu-kumpa

"But workers are still trying to pull themselves up. Management are beginning to realise they must deal with unions which represent the workers. We want change through negotiation rather than through conflict."

"Workers get upset when the security police detain unionists. They feel if the Government would hear what they had to say instead of locking them up it would lead us all to a better future."

The Argus Thursday April 21 1983

South African trade unions, representing more than one million members and still growing, are playing an increasingly important role in the political and economic development of the country.

The Argus Labour Reporter, PIPPA GREEN, introduces readers to one of the key figures in the independent trade union movement — JOHNSON MPUKUMPA, national chairman of the Cape-Town based General Workers' Union. He chaired the important meeting in Athlone recently when seven independent unions committed themselves to forming a new federation which will represent more than 200 000 workers.



# Unions to join hands

SEVEN trade unions have re-established a South African Co-ordinating Council to promote co-operation and understanding between unions in the metal industry, and to represent the interests of their members jointly on a national and international basis.

The unions, all affiliates of the International Metalworkers' Federation (IMF), are the Metal and Allied Workers' Union, the South African Tin Workers' Union, the SA Boilermakers' Society, the National Automobile and Allied Workers' Union, the Radio and Television Workers' Union,

the Engineering Industrial Workers' Union and the Engineering and Allied Workers' Union

Mr Ike van der Watt, the general secretary of the SA Boilermakers' Society, was elected president, with Mr David Sebabi of the Metal and Allied Workers' Union, and Mr Archie Pool of the Engineering Industrial Workers' Union, as first and second-presidents respectively. Mr Brian Fredericks of the National Automobile and Allied Workers' Union was chosen secretary-treasurer.

At its meeting this week the council decided to support the ap-

plication of two more unions for affiliation to the IMF. They are the Steel, Engineering and Allied Workers' Union and the Federated Mining Union. The applications will be considered by the central committee of the IMF when it meets in Zurich, Germany in June.

The IMF, with headquarters in Geneva, represents more than 14 million metal workers in the non-communist world.

The South African Co-ordinating Council of the IMF ceased being operative two years ago because of a lack of agreement in its ranks.

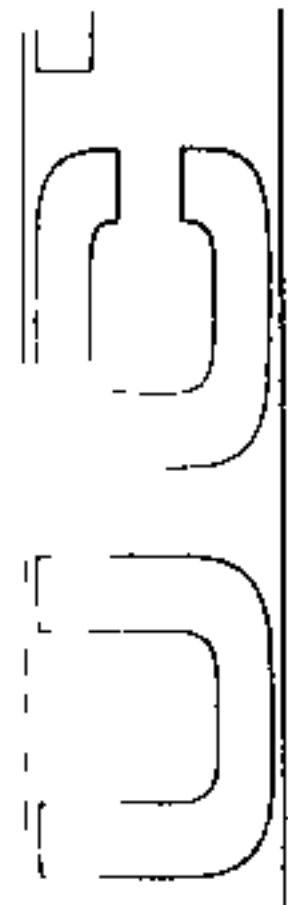
SOWETAN

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22 APR 1983







...ed window of ... a number of ... were stolen It was the fifth time Mr Smith had fallen foul of thieves  
 ● Picture by Trevor Samson

# 0 in smash-and-grab

It is not yet known what the thieves used to break the glass. They made one hole a little larger than a man's fist and another hole a few millimetres wide. It is believed they used some sort of device to scoop the watches out of the window. The whole operation took only a few minutes. A security guard at the nearby Rosebank Mall saw the gang speeding off in a getaway car. Mr Smith said that there had been three previous attempts to smash the thick security glass. In another theft from Smith's Jewellers about 18 months ago, a gang broke in and took jewellery valued at R40 000. Police are investigating.

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# Wife in danger, court told

**Own Correspondent**  
 DURBAN — Mr Alan Tinkler, who is charged with killing his daughters, Kelly (4) and Lauren (2), was mentally sick to the extent that society should be protected from him and he should be placed in a mental institution, the Supreme Court here heard yesterday. Giving evidence, a psychiatrist, one of a three-man panel appointed by the court to report on Mr Tinkler's mental condition, said he disagreed with the findings of the others. Mr Tinkler (32), a former director of a Johannesburg engineering firm, has pleaded not guilty to murder, claiming he was suffering from paranoia at the time and so was not capable of appreciating the wrongfulness of his actions. The psychiatrist said Mr Tinkler suffered from morbid jealousy and

paranoid delusions about his wife's alleged infidelity with a Mr Morris Burger. His wife and Mr Burger would be in serious danger, the psychiatrist said. At the time of the shooting, Mr Tinkler was suffering from depression, anxiety and the harmful cumulative effects of being an extremely heavy drinker. In addition to the strain of his marital problems, the psychiatrist said, Mr Tinkler was subject to many other stresses. After an emotionally stressful childhood, his process of mental disintegration had intensified with the death of his deeply loved mother, he said. "I believe there was no way he could stop himself from acting as he did," the psychiatrist said. The hearing is continuing.

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The SAMDC yesterday agreed unanimously to investigate the situation and might even decide to extend its powers to enable it to examine doctors' books. April 1983

# Miners meet on pay offer

**Labour Reporter**  
 Mining industry unions held report-back meetings for members yesterday and again today to gauge worker response to the Chamber of Mines' eight percent wage offer. The unions, represented by the Confederation of Associations and Mining Unions (Camu), have asked for a 13,1 percent increase and will meet again this Thursday to attempt to reach accord. The Chamber of Mines recently also offered to increase employer contributions to the Mine Employees' Pension Fund by one percent. The Chamber has claimed the union wage demands, when coupled with other benefits, amount to more than a 22 percent rise. Last year's wage talks were resolved with a 12 percent hike after a threatened strike ballot by the unions.

Mr J D van Zyl, managing director of a large pharmaceutical wholesaler in Cape Town and a member of the SAMDC and vice-president of the SA Pharmacy Board, told a meeting of the council that it would be surprised to know how many doctors were involved in drug dispensing and purchasing for profit.

The council has proof of about 828 dispensing doctors in the country but Mr van Zyl estimates that there were between 1 000 and 2 000.

Doctors could buy large quantities of drugs from drug manufacturers at lower prices than were available to pharmaceutical wholesalers, he said.

The doctors were assured of a market for their drug supplies because they prescribed the drugs they had in stock.

"We must speak to the drug manufacturers who are charging frightful prices for medicines. At the moment, with up to five middlemen involved in drug marketing, medicine is grossly overpriced," Mr van Zyl said.

## Own Correspondent

**CAPE TOWN** — Forty-four people were arrested in a pre-dawn raid on the KTC squatter site in Cape Town today. The raid started at 4 10 am. Those arrested are to appear in the Langa Commissioner's Court to face charges under a 1968 location regulation as amended. The regulation "gov-

# 44 arrested in Ca raid on squatter s

erns the control and supervision of urban black residential areas and relevant matters". The law says it is an offence for a registered person to occupy a site, a dwelling or accommodation other than specified in his permit or certificate. Those found for the first time liable to be fined R20, and for a second offence up to R50. The regulation was used for the first time last week against KTC squatters.



CAPE TOWN 25/4/83 134

# Fosatu praises court race ruling

Labour Reporter

THE Federation of South African Trade Unions (Fosatu) has hailed as a "crucial victory" the decision by the Natal Supreme Court to set aside the racial qualification placed on the registration of four unions by the Industrial Registrar.

The court held that race could no longer be considered an industrial interest.

The four unions involved were the Metal and Allied Workers Union, the Chemical Workers' Industrial Union, the Transport and General Workers' Union and the National Union of Textile Workers, all affiliates of Fosatu.

The unions were appealing against the decision by the Industrial Registrar to place a racial qualification on their registration when they registered in 1980, a decision which was supported by Mr Fanie Botha, the Minister of Manpower.

Fosatu said the judgment marked a crucial victory in their two-year battle against the State's insistence on giving affiliates certificates restricting them in terms of race. This was against Fosatu's policy of non-racialism.

● In papers filed to the industrial court, Fosatu's National Union of Textile Workers (NUTW) has charged that the Frame textile group threatened to fire members who did not join the Cape-based Textile Workers' Industrial Union (TWIU) and that management actively recruited members for this union.

The NUTW is to ask the court to restrain the company from recognizing the TWIU, an affiliate of the Trade Union Council of South Africa (Tucsa), or extending facilities to it.

# Companies 'depression'

packaging market once held by tin plate, has undermined the use of zinc in die-casting and continues to be a strong competitor to copper for certain electrical applications

## Plastics

"Meanwhile plastics have made significant inroads directly and indirectly into most of the base metal end uses

"It has displaced lead in cable sheathing, pipes and corrosive chemical containers it remains a major threat to copper in pipe and domestic construction materials it has taken a large share of the packaging market at a cost to tin and finally plastic has been a direct substitute of zinc in die casts though indirectly as a replacement for brass"

"Looking to the future, copper faces a potential major threat from optic fibres in the telecommunications end-use market

"It is too early to assess with accuracy the extent of this threat but it is real enough It has been variously estimated at displacing 100 000 tons to 1m tons per annum of mine copper production by 1990

"It is my personal opinion that real metal prices will remain, by post-war comparison, for most of this decade"

# st in arring

caused by this loss was severe"

Mr Graubart also alleged that De Beers threw huge quantities of industrial diamonds onto the market in order to punish Zaire for not having renewed the the marketing agreement

## Exceptions

Summing up, Mr Tarring commented, "when Zaire broke away, a big fish was seen to escape the CSO's net. To an extent that fish has now been recaptured but there remain some more significant exceptions to the rule than before

"That, as Jacques Graubart has highlighted, undermines stability in the market and is to be re-



Mr Martin Rippen has been appointed manager, property administration, at the head office of The Southern Life Association

# Samstel profits up

JOHANNESBURG — Sam Steele Holdings (Samstel) increased attributable profit by 11 percent to R1 817 000 (R1 635 000) in the first six months of this financial year The interim dividend has been raised to 4,5c per share (4,25c)

Profit before taxation was R3 400 000 (R3 110 000) and after tax profit amounted to R1 827 000 (R1 645 000)

Earnings per share rose from 15,0c to 16,52c

The directors comment that the continued profit growth of the group is most pleasing, considering the extremely difficult conditions and high interest rates

The chairman of Samstel, Mr Hugh McNeil, says that barring any unforeseen circumstances, he feels that an increase in the previous year's record profit can be expected for the full financial year ending August 31, 1983

Three new stores are scheduled to be added to the retail network in the second half of the year — Sapa

For the Connoisseur's Cabinet

BELL'S Old Scotch Whisky

# Industrial relations improved — Wiehahn

## Own Correspondent

JOHANNESBURG — The industrial relations system of South Africa in general, and of the mining industry in particular, has improved considerably in the last four years, according to Professor Nic Wiehahn of Unisa's School of Business Leadership

"It compares favourably against most of the international standards," he told the Southern African Metals and Minerals Conference in Johannesburg yesterday

The issue of statutory job reservation on the basis of race in the mining industry remains the most important area in which South Africa still conspicuously lags behind those standards, he said

## Conflict management

"In certain areas of industrial relations such as conflict management, and the protection and training of workers, the mining industry of South Africa exceeds the international level and also the standards of many other mining countries"

South Africa must try its best to maintain those standards which are internationally acceptable for a number of reasons including the fact that the country is becoming more and more exposed through its in-

volvement with the international world of finance, commerce and industry

More than 30 of South Africa's trade unions are already affiliated to twelve international trade union federations

"This type of affiliation forms an important interface between those unions and the international la-

bour world

"A large number of multinational companies operate in South Africa and employ virtually hundreds of thousands of our people Labour practices of these companies are exposed to the standards of various international declarations and codes of conduct," he said

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## Joint announcement

**Kohler** Kohler Limited ("Kohler")

**DRG** DRG (S.A.) Limited ("DRG SA")

**Scheme of arrangement to constitute DRG SA a wholly-owned subsidiary of Kohler ("the scheme")**

### Approval of the scheme

At the meetings of shareholders of DRG SA held on April 12, 1983, the scheme was agreed to and the special and ordinary resolutions necessary to give effect to the scheme were duly passed by the requisite majorities of the shareholders of DRG SA

The scheme was sanctioned by the Supreme Court of South Africa (Cape of Good Hope Provincial Division) on April 15, 1983 The Order of Court and the special resolutions referred to above were registered by the Registrar of Companies on April 22, 1983 and the scheme accordingly became operative on that date

### Stock exchange listing

The listing of DRG SA shares on The Johannesburg Stock Exchange terminated at the close of business on Friday, April 22, 1983 The listing of the new ordinary shares in Kohler to be issued



# Unions want pension control

Labour Correspondent

THE future of the Metal Industries Group Pension Fund, which covers about half a million workers, hangs in the balance because three unions have refused to agree to a renewal of the agreement setting up the fund.

None of the three are members of the metal industrial council, which set up the fund, and the agreement could, therefore, be renewed without them. However, unions on the council fear the government might then refuse to extend the pension agreement to workers who do not belong to council unions.

In a statement yesterday, the Metal and Allied Workers' Union announced that it and two other unions, the General Workers' Union and Chemical Workers' Industrial Union, had refused to support the renewal at a meeting last week.

Their key representatives should make up more than half of the members of the board which runs the fund. The pension fund was set up five years ago and the agreement setting it up is now due for renewal.

The three unions are due to meet the fund's board of management, made up of employers and unionists who are on the council, on May 27, to discuss their demands for changes.

The statement said the unions' two demands were that unions' representation on the board of management should be based on their number of members and that the Steel and Engineering Industries' Federation (Seisa), which represents metal employers, should have less than half the seats.

Both Seisa and the Building Union of Metal and Building Unions, whose members belong to the council, want the fund to continue in its present form.

Seisa told the unions it would never give up 50% representation on the board because its members contribute 50% of the fund's revenue.

The CMBU argued that employer help was needed to run the fund. The statement said the three unions rejected this, arguing that "the money paid by Seisa is only deferred wages — which the worker can claim later".

It also said most workers were dissatisfied with the fund, which was made up of worker money and should be controlled by worker organisations.

CAPE TIMES 27/4/83  
(132) (166) (136)

# Unions 'avenue of reform' in SA

Labour Reporter

POLITICS and trade unionism could not be completely separated Mr Bobby Godsell, an industrial relations consultant for Anglo American said at Stellenbosch University last night

He said unions could become an avenue of reform in a divided society such as South Africa

Mr Godsell was speaking at a Stellenbosch Ak tuele Aangeleentheidskring seminar on trade unions and change in South Africa He said the fear that black unions would become political was mainly responsible for their being excluded from bargaining processes

"Black workers do have power" he said "They

can by actions passive and active disrupt and obstruct the normal and necessary functioning of society'

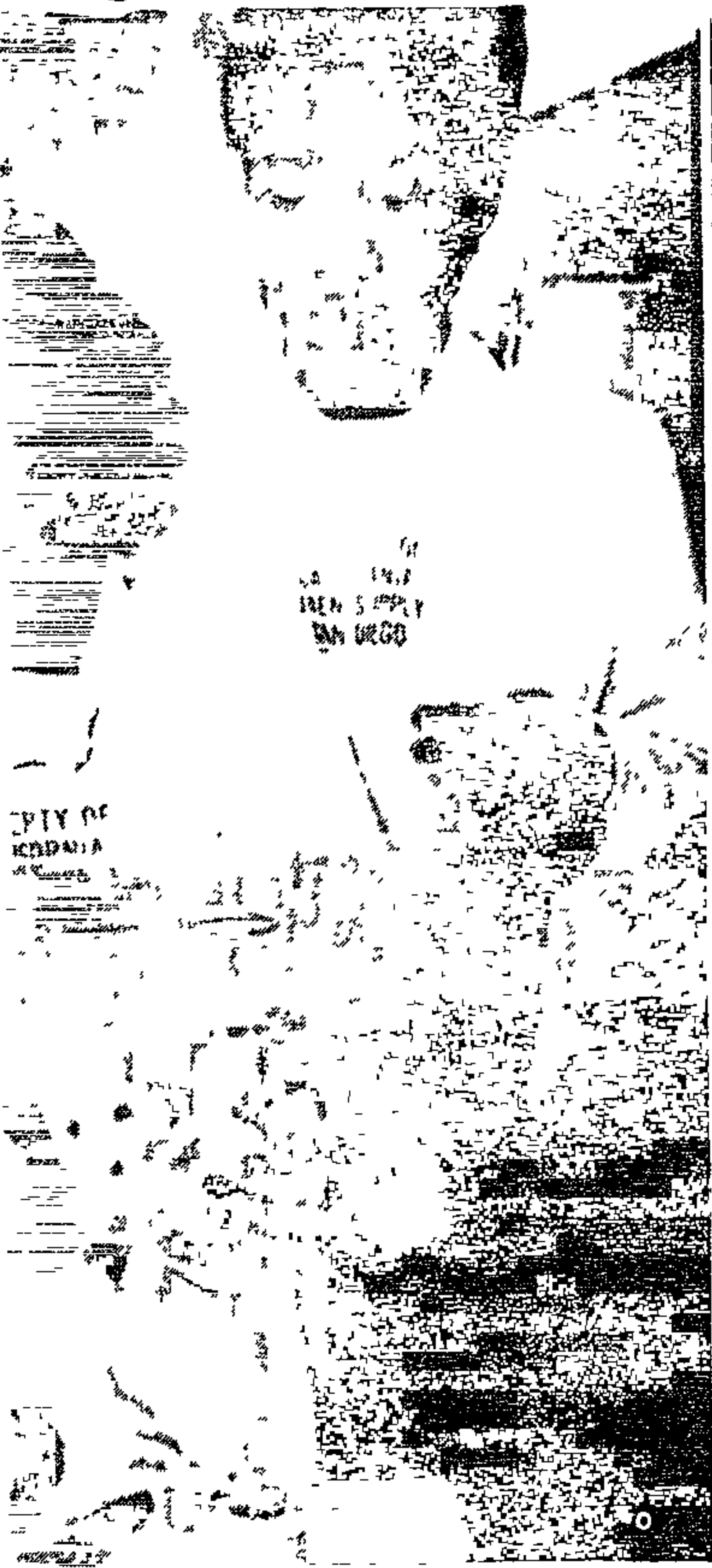
Mr Godsell said the collective bargaining process — "the habit and practice of compromise" — could be a source of growing racial unity

Mr Jaap Cilliers former director-general of Manpower, said the new labour dispensation, which had become an "island of non-discrimination in a sea of discrimination", had created expectations of change

"It is unfortunate that the experience of these workers is that between 8 am and 5 pm they live in 1983, but when they leave their places of work they find themselves back in times long past"

*unpublished*





# Workplace 'a model for society at large'

AR6-65  
27/4/83  
134

**Labour Reporter**  
THE new patterns of interaction, compromise and partnership in the workplace that were emerging in South Africa could provide a model for co-operation in society at large, according to a top industrial relations consultant

Mr Bobby Godsell, Anglo-American industrial relations consultant and chairman of the Federated Chamber of Industries' labour affairs committee, was speaking at a conference on Trade Un-

ions and Change organised by the Stellenbosch Aktuele Aangeleenthedskring (SAAK) at Stellenbosch University last night

Unions were public organisations and had been and should be concerned with public affairs. He was optimistic that unions would be avenues of reform rather than "agents of the apocalypse"

### "Good sense"

"In part, I draw my hope for the future from the fundamental good sense and wisdom that is displayed daily at the

working places of this nation"

Speaking earlier, Mr Jaap Cilliers, former Director-General of Manpower, said the State recognised the principle of freedom of association as a basis of trade union membership

The State's perspective was that sound labour relations could best be achieved by all parties "making full use of all the possibilities provided by the new legislative and institutional framework"

"Whether we like it or not, the more we integrate into society the trade union movement and accept it as a legitimate partner for economic development, the lesser the chances are of labour unrest"

## Wepcos slams City Engineer's sports plan

AR6-65  
27/4/83  
11A

**Staff Reporter**  
THE Western Province Council of Sport has condemned a recommendation by the City Engineer, Mr Jan Brand, as "dictatorial"

He has recommended to the Executive Committee that the City Council refuse to lease sports facilities to organisations affiliated to the South African Council on Sport

Wepcos president Mr Yusuf Ebrahim said today "Wepcos totally condemns the dictatorial stand of this municipal employee and his open and unashamed attempts to support the Government's multinational sports policy"

Wepcos is the largest national affiliate of Sacos

### VICTIMISATION

Mr Ebrahim said "The recommendation by Mr Brand is blatant racial

presented and protected the interests of the white electorate

The City Council could not consider Mr Brand's recommendation yesterday because he is out of town

The Cape Areas Housing Action Committee, which represents more than 30 civic associations in the Western Cape, said the "arrogance of the council was well demonstrated by Mr Brand's statement"

A statement released by the committee read "What the City Engineer is saying once again is that the people are incapable of deciding and that the council must decide"

"If the City Engineer knew the aspirations of the inhabitants of this city he would know that the overwhelming majority have freely chosen to participate in non-racial sport

### First

Mr Jeff Lever, a lecturer in the Sociology Department at UCT, said the independent, emerging unions were "setting the pace" for other, more established unions

The strength of the independent unions lay in the fact that they were the first to "wholeheartedly commit themselves to the organisation of the mass of African workers"

Mr Chris du Toit, chairman of the South African Co-ordinating Committee on Labour Affairs (SACCOLA), which represents 10 employers' federations, said a participative society in the workplace would build the basis for a participative society in the social and political arenas

### Record number of plans passed

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LIGHT COLOUR TROUSERS IN TOP BRANDED MAKES  
SIZES  
71 cm to 122 cm

PAIRS FOR **R27<sup>95</sup>**



# May Day meetings planned for Sunday

SEVERAL meetings are to be held throughout the Witwatersrand at the weekend by organisations representing trade union movements, churches and students bodies as well as political organisations to celebrate May Day, also known as Labour Day.

The Council of Unions of South Africa (Cusa) has called for support from religious, social and community groups to honour May Day which falls on a Sunday this year. An appeal has been launched to the clergy of all denominations requesting that speakers be allowed to address congregations in churches on the significance of May Day — the international day of the worker.

The appeal for support was also addressed to other unions, the South African Council of Churches (SACC), the Muslim Community and the South African Catholic Bishops Conference.

The Rev Joe Seoka of the Soweto Priest Study Group which commemorated May Day last year, said a service

By MONO BADELA

would be held at the St Hilda's Anglican Church, Senaoane, Soweto on Sunday at 2pm where speakers would address a joint public meeting with Azapo.

During the morning service workers' tools and uniforms will be blessed by the priest. It was also announced at the monthly meeting of the Azapo Soweto branch during the weekend that another May Day rally would be held at the Jiswa Hall, Lenasia on Saturday at 2pm.

The Johannesburg branch of the Azanian Students Organisation (Azaso) will hold a rally at Glen Thomas near Baragwanath on Sunday at 7pm. The president of the General and Allied Workers' Union (Gawu), Mr Samson Ndou, will address the meeting. In an interview Mr Ndou said May Day originated from Australia in 1865 when workers fought for an eight-hour day and better working conditions.

Mr Ndou said the idea reached the United States in 1886. At the international Workers'

Conference in 1890, May 1 was recognised as a workers' day. Workers regarded the day as one of demonstrations against all forms of harassment imposed on workers by employers. He said to date May Day was celebrated by all progressive trade unions the world over. In South Africa the day was first celebrated by workers in 1926.

"Even today we are waging such a struggle. In particular security guards throughout the country work no less than 12 hours a day. This is illegal." He said in South Africa May Day was curbed by the Nationalist Government in 1961.

In Port Elizabeth the Motor Components Workers' Union of South Africa (Macwusa) General Workers' Union of South Africa (Gwusa) and Azapo will stage a rally at the Centenary Great Hall, New Brighton to commemorate the day.

Trade Union movements have extended an invitation to all workers in Pretoria to attend May Day cele-

brations in Mamelodi on Sunday. The meeting will be held in the local community centre starting at 12 noon.



29 APR 1983

# Unions demand bigger voice <sup>SPAR</sup> in pension fund

~~134~~ Labour Reporter

Three unions want workers to have a bigger say in the management of the metal industry's pension fund

At a recent meeting of the industrial council for the industry, the General Workers Union, the Metal and Allied Workers Union and the Chemical Workers Industrial Union opposed the fund's renewal

Also at the meeting were members of the Confederation of Metal and Building Unions and other unions as well as representatives of the employers' organisation, the Steel and Engineering Industries Federation of South Africa and, despite the objections of the three unions, the CMBU and Seifsa agreed that the fund helped workers and should continue

The three dissenting unions argued that unions with more members in the fund should have more representation on the fund's board of management and that Seifsa should have fewer than 50 seats on the board

But Seifsa rejected this, stating that they contributed half the fund. The CMBU said the fund needed Seifsa's management expertise

Mawu said that the funds came from the workers and should be controlled by them.

A further meeting between the three dissenting unions and the fund's board of management has been scheduled for May 27

(134) ~~21/4/83~~ RWH  
29/4/83  
**Mine pay talks  
end in stalemate**

**Labour Correspondent**

WHITE mine unions will meet today to decide on whether to declare a dispute with the Chamber of Mines after rejecting its 8% pay offer at a negotiation meeting yesterday

The unions met the chamber yesterday to continue talks on this year's wage increase for white miners

The chamber has offered white union members an 8% increase on standard pay rates and a 1% rise in employer contributions to the Mine Employees' Pension Fund

The unions are demanding a 13.1% increase with fringe benefit improvements which mine employers say bring the total demand to nearly 23%. The unions have withdrawn some of these demands

At yesterday's meeting the unions rejected the 8% and the chamber refused to increase its offer

Declaring a dispute with the chamber is one option the unions will consider at today's meeting

"The unions argue the 8%

doesn't come near to compensating members for rises in the cost of living and that the chamber can afford to pay more," a unionist said yesterday

He said a key issue which unions would have to discuss was that declaring a dispute would take time and would delay increases

"We may decide to ask members whether they want to accept this delay" he said

Another unionist said unions would be better able to accept the offer if the chamber agreed to a demand for a week's extra leave for union men

"This is a burning issue among our members who find it very difficult to accumulate leave," he said

Informed sources believe that even if a dispute is declared, it is unlikely that the negotiations will end in confrontation

A spokesman for the chamber said yesterday the chamber preferred not to comment on the negotiations until it had received a reply to its offer from the unions





By Khulu-Sibiya

Workers throughout the country have been urged to bring their tools and uniforms to services celebrating May Day, also known as Labour Day, so they can be blessed

Services will be held in a number of centres tomorrow as trade unions, political organisations, church leaders and student bodies meet to observe the international day of the worker.

An appeal has been made to clergy to allow workers to address the congregation

The Azanian People's Organisation (Azapo) said in a statement that Labour Day was a day when all workers came together to pledge solidarity and share their common problems.

# Services celebrate day of worker

30 APR 1983

A service will be held at the St Hilda's Anglican Church in Senoane, Soweto, at 2 pm

Speakers will include a representative from the Commercial and Catering Allied Workers Union (CCAWUSA), the Reverend Joe Seoka of the Soweto Priests' Study Group, Mr Siphon Radebe of the Council of Unions of South Africa (Cusa), a representative from the

Urban Foundation and Mr Chris Mokoditso, a member of Azapo's National Legal Secretariat

The Workers Support Committee (WSC) will hold a service at the Methodist Youth Centre in Jabavu, Soweto, at 10 am tomorrow

In a statement, the WSC said "The workers should build up power so that they don't only improve their working conditions but also learn about their struggle and exactly how they are exploited"

In Port Elizabeth, the Motor Components Workers' Union of South Africa, the General Workers Union of South Africa and Azapo will stage a rally at the Centenary Great Hall, New Brighton



Monday May 2 1983

STAR

134

# May Day clashes threaten to Poland's new calm

WARSAW — May Day clashes between Polish police and Solidarity supporters have shattered the relative calm which began here with the lifting of martial law in December

Official reports said police dealt decisively with the rallies called by Solidarity's underground leaders, often using tear-gas and water cannon to scatter demonstrators marching under the union's flag in 20 cities and towns

The demonstrations, which often ran parallel to the routes taken by the official communist marches, were the most widespread Poland has seen for eight months

Polish TV said 40 000 people took part in the opposition marches while 6.5-million attended the government's May Day celebrations

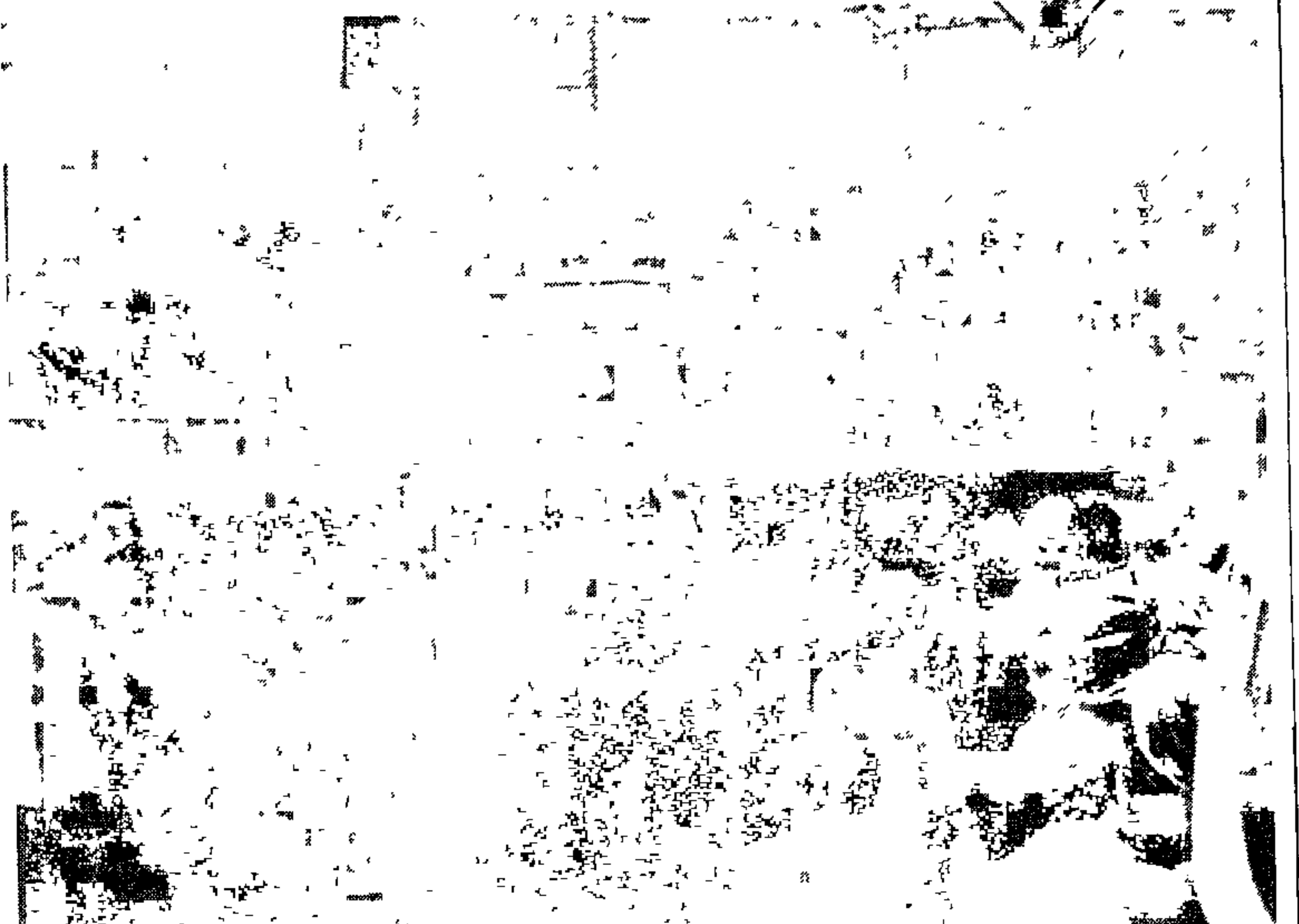
Former Solidarity leader Mr Lech Walesa, who endorsed the call for street protests, said the turnout was far beyond that expected

However, one political analyst described them as political theatre saying they were unlikely to produce a radical change in approach by any of the main players in the complex Polish political scene

Authorities dismissed the opposition rallies as failed attempts by groups of Western-backed agitators to disrupt the stabilisation programme started since the military crackdown in December 1981

State TV said the turnout for the official marches supported the government view that most Poles respect the need for peace and hard work to pull the country out of its economic and social crisis

Underground leaders made no immediate response but their bulletins usually take several days to filter through to Western reporters



Helmeted riot police form a human wall to stop Solidarity supporters rallying in front of the Gdansk shipyard monument to workers killed in previous protests during yesterday's May Day rallies

They are expected to echo Mr Walesa's view that the response was a success, particularly in the face of the massive strength of the security forces

Most of the demonstrations started after church services. People had been instructed to gather outside Warsaw Cathedral before the rally in the capital and a Solidarity banner was hung from the pulpit.

Although parish churches have played a major role in supporting Solidarity, the hierarchy sees its role as more detached and more long-term.

Church leaders are also having delicate talks with the communist government over Pope John Paul's June visit. He has asked the authorities to free all political prisoners. — Reuter

# Miners' pay talks go on

Industrial

Week 3/5/83

A DECISION will be made tomorrow by the powerful Council of Mining Unions with regards to the acceptance or rejection of a Chamber of Mines offer increase miners pay packets by eight percent writes Lynn Carlisle

Arrie Paulus, chairman of the Council said following a meeting with members of the Chamber on Friday that the matter would be thoroughly discussed tomorrow and a decision made

Earlier last month it was believed that miners were hoping for an offer more in line with the consumer price index-nearly 15%

"We met today but did not arrive at a decision The matter will be put before a Council executive meeting on May 4," said Paulus

The Chamber, in its annual review of mining pay rates, has also offered to increase the employer's share of contributions to the Mine Employees' Pension Fund by one percent

Earlier the Council announced that it would consider the offer and hoped to have come up with a decision last Friday



8 pc for  
- 5 MAY 1983  
miners

Labour Reporter

The Chamber of Mines and mining unions agreed yesterday on an eight percent wage increase. A joint statement said the employers had also agreed to increase their contributions to the Mine Employees' Pension Fund from 10½ to 11½ percent.

The unions had asked for a 13,1 percent pay rise. The chamber refused to budge from eight percent and said union demands amounted to an effective 22 percent.

"We have made a sacrifice in accepting the increase," a union spokesman said.

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FM

13/5/83

# Testing the bargaining level

The first phase of the black union battle for recognition in the Seventies and early Eighties took place at plant and enterprise level, as emerging unions fought to establish an enduring shopfloor power-base. Their success in achieving this is reflected by the more than 250 recognition agreements negotiated with companies during the past few years. Phase two seems likely to centre on their efforts to make industrial councils (ICs) more responsive to their needs, interests and priorities.

Almost since their inception, a lively debate has been waged within the emerging unions about whether they should join ICs — the officially sanctioned forums for collective bargaining at industry level. This debate about the respective merits of plant and industry-level bargaining has largely run its course and a growing number of these unions have decided to join ICs.

In the past ICs have tended to cater well for the needs of craft and racially-based unions, representing skilled workers. It is not surprising that the industrially-based emerging unions — representing less skilled workers — want to reform the councils. Employers and established unions — the traditional membership of ICs — now have to contend with new demands by emerging unions wishing to join.

These demands differ from one industry to another, ICs vary considerably in size, and in the attitude of their members to emerging unions. In addition, emerging unions have differing motives for wanting to join. Some are attracted to the advantages of industry-level bargaining, while others are being prodded towards councils by economic realities and pressures from employers. However, it seems likely that at least some of the following items will appear on negotiating agendas in the future.

□ A demand by emerging unions for speedy exit from a council should they decide that membership is no longer in their interests. Not surprisingly, this kind of de-

**Emerging trade unions are showing increasing interest in joining industrial councils — a trend that presents important challenges not only to employers, but to the unions themselves.**

mand is coming from unions such as the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu). Many Mawu members are suspicious of the metals industries' IC. Although they have decided to join the council, they want the option of getting out of it as soon as possible if this is felt to be in their interests.

□ A demand that industry-wide bargaining may supplement, though never replace, plant-level bargaining. Some employer spokesmen, such as Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Seifsa), maintain that formal collective bargaining cannot be sustained at two levels. Bargaining at one of the levels will ultimately become irrelevant, they say. However, unions argue that industry-level pay rises are often determined by the increases that can be afforded by the least profitable companies. The ability of the profitable companies to pay more cannot be tested at IC level, they say. They contend that an acceptable formula can be devised to allow plant-level bargaining to complement industry-wide minima laid down in IC agreements.

□ A demand for the unions to have greater control over IC assets. Three emerging unions have, for example, argued that worker representatives should comprise more than half of the members of the board that administers the metals industries' group pension fund. Employers are, naturally, opposing this.

□ Established unions are concerned about some emerging unions' demand that unions'

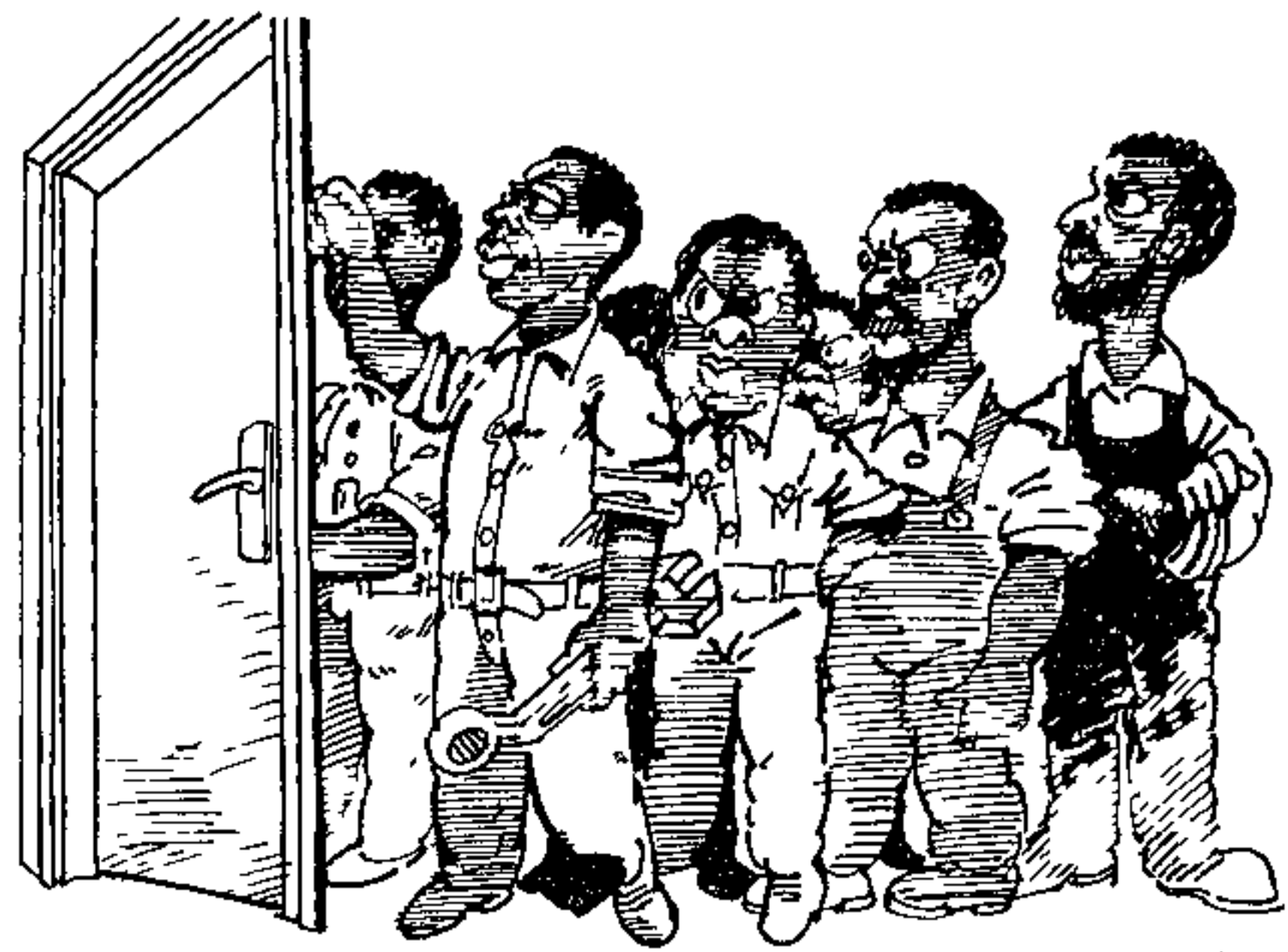
representation at IC negotiations should be in proportion to their membership. They have good reason to be alarmed. If proportional representation is introduced, it will result in emerging unions, which represent large numbers of black workers, being allocated more seats at IC meetings than some smaller, established unions. Such a demand has been made in the knitting industry by Fosatu's National Union of Textile Workers (NUTW).

□ Emerging unions have placed great emphasis on the development of their shop stewards as a crucial leadership corps. It is logical, therefore, that they should demand that shop stewards play a role in the IC system and should be involved in the negotiation and administration of agreements.

□ Much of the effort to make the councils more responsive to emerging unions' needs will be focused on making the councils less slow and cumbersome in dealing with matters such as grievances and dispute resolution. Phiroshaw Camay, general secretary of the Council of Unions of SA (Cusa), says Cusa affiliates have generally had a "negative experience with ICs so far". He describes some councils as "petty and bureaucratic", and

□ In some industries it seems likely that practices such as the closed shop will become controversial. Emerging unions claim that some established unions are abusing this practice and restricting the right of workers to decide which union they should join.

A crucial problem for both employers and the emerging unions is the ability of the unions to obtain a coherent mandate from their members within the framework of the IC collective bargaining process. To understand this problem, one has to appreciate the fundamental importance that most emerging unions have attached to the democratic processes of election, representation and mandate in the running of their affairs. It would be foolish to underesti-



11 (10)

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SECTION 7

8



Star 19/5/83

# Talks to stagger pay days likely to be held shortly

By Michael Chester

Talks are likely to be held soon between employers and trade unions on the feasibility of introducing staggered pay days for millions of wage-earners and so ease the month-end shopping and traffic chaos.

Initial talks have been held by the labour affairs committee of the Johannesburg Chamber of Commerce

The issue has now been referred to the Commercial Employers Association for its views, and the attitude of unions in the retail and distributive trades will be tested.

Protagonists believe that most people would benefit if salaries and wages were paid in a staggered pattern.

Supermarkets are expected to be among the first to back the proposals, because of the prospect of a more even flow of sales rather than the present month-end crush.

Banks and building societies are also likely to support the proposals because of the advantages of unclogging pay-day congestions when customers all try to deposit or withdraw cash at the same time.

## Much merit

Mr Marius de Jager, chief executive of the Johannesburg Chamber of Commerce, confirmed today that talks were under way

"The idea has lots of merit," he said, "but there are numerous snags that will have to be disentangled. Not least is the way black families at the moment need to pay rent within a set period near month-end."

"If the Commercial Employers Association approve, we shall run a survey among our company members."

Mr Brian Miskin, regional general manager of the Standard Bank, said "We welcome the idea. We have already instituted a routine to begin salary and wage payments from around the 20th of each month, spreading pay-outs over several days so that it breaks the month-end jam

"Staggered pay days deserve a lot of consideration, aside from the potential as a solution to security problems when firms all try to draw vast amounts at one time

"It is not only monthly pay days that should be staggered. So should weekly pay days"

(134) Howard 19/5/83  
Registered trade unions  
841 Dr A P BORAINÉ asked the Minister of Manpower

- (1) How many registered trade unions confined their membership to (a) White (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available.
- (2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White (ii) Coloured and Asian and (iii) Black

19 MAY 1983 1322

members did each such trade union have?

The MINISTER OF MANPOWER

- (1) (a) 57
- (b) 13
- (c) 21

- (2) (a) 78
- (b) (i) 132 465
- (ii) 260 881
- (iii) 183 972

NOTA (1) Figures as at 31 December 1982

(2) Figures furnished at 2(b)(i) (ii) and (iii) represent the total for each population group concerned. Information regarding individual trade unions is treated in confidence in order to maintain the mutual trust established between my Department and the trade unions. It is therefore not deemed advisable to disclose such information. I prefer to leave it to the trade unions themselves or their federations to disclose whatever information in regard to their internal affairs which they themselves in their discretion may decide upon.



STRIKES FM 20/5/83

## Fewer this year

A drastic decline in labour unrest this year is revealed by statistics gathered by the Department of Manpower. The department recorded only 25 strikes and stoppages during the first quarter — compared with 72 for the same period in 1982.

If this trend continues, the steady increase in the number of strikes occurring annually in the post-Wiehahn era will be reversed. The department recorded 101 strikes and stoppages in 1979, 207 in 1980, 342 in 1981 and 394 last year. Very few white workers were involved.

This year's decline appears to suggest that a sense of realism may have filtered down to many factory floors where black workers have had high expectations. Although the recession has not discouraged union growth in several industries, it seems that large numbers of black workers are accepting that the downturn has eroded their bargaining power for the moment. It is obviously possible that strikes could become more frequent when the recession ends and unions perceive themselves to be in a stronger position.

Manpower Director-General Piet van der Merwe believes there are a number of reasons for the decline. He says the recession has been an important factor in discouraging strikes but adds "I think employers and employees are also becoming better skilled and equipped in dealing with their differences."

Some observers believe the Industrial Court may also be playing an important role. They say unions' recent successes at the court have resulted in legal action becoming a more attractive option than strike action to some aggrieved employees. In addition, the threat of legal action has spurred some employers to refrain from practises which previously may have sparked off strikes.

In an interview with the *FM*, Van der Merwe revealed official statistics which show just how rapidly black workers have been unionised, in officially registered unions in recent years. In 1980, about 24 000 black workers were members of registered trade unions. By the end of 1982 this figure had risen to 395 000. By the end of 1982 there were 76 registered unions which represented 577 000 workers of all race groups, compared with 42 such unions representing 218 000 workers of all races at the end of 1980.

1204 (134)  
1204 (134)

THE other key industry where the next week or two should be vital is the mines

23/5/83  
If a recognition agreement between the Chamber of Mines and Cusa's National Union of Mineworkers is signed soon, NUM will this year become the first union to negotiate black mine wages with the Chamber

Last week it called on the Chamber to sign this week so that wage talks could commence at the beginning of next month



# Trade unions 'still divided'

TUSA  
183

ARGUS  
24/5/83

Staff Reporter

INTENSE competition for leadership of South Africa's labour movement — especially for control of established multi-racial unions with moderate policies — was inevitable, TucsA president Dr Anna Scheepers said today

Addressing the Afrikaanse Handelsinstituut's junior congress in Cape Town she said although the trade union movement was considerably larger than 30 years ago, it was no less divided

And it could take "decades" before the country had a truly unified trade union movement

For many years there would be a union movement restricted to blacks — "the fruit of more than 30 years of apartheid"

## Grievances

Although all labour unions had a uniform goal in relation to wages and working conditions, black unions had many more grievances in "secondary areas of dispute" than the privileged whites and even the coloureds

Dr Scheepers predicted that TucsA would continue as the main co-ordinating body for all labour groups in the country

TucsA was an honourable, realistic union movement which fought hard for every worker

## "Bitter fruits"

She warned employers not to become involved in the struggle between unions

"Divide and rule" was "the oldest trick in the employer's book" but if employers encouraged



Dr Anna Scheepers

dissension they would reap "bitter fruits".

She said the security police condemned all trade unions, irrespective of their policies, but unions which had decided not to register because of their opposition to the system became targets of security police attention

TucsA would not "let its members down by giving attention to organisations which put ideology before the interests of the workers"

TucsA would continue to strive for social, economic and "every other form of justice" for its members and had the ability to produce results because its member unions were well organised, democratic and comprised "paid-up" worker members

She said TucsA owed its independence to being financially self-reliant

(134) Mine officials agree on pay rise

Labour Correspondent

MINE officials will receive an 8% pay rise in terms of an agreement between the three unions representing officials and the Chamber of Mines. A joint statement by the unions and the chamber announced yesterday.

This means the agreement between the chamber and the officials is almost identical to that reached between the white mine unions and the chamber recently.

The three officials' associations — the Mine Surface Officials Association, Underground Officials Association and SA Technical Officials Association — represent about 30 000 workers.

Yesterday's statement said the agreement would mean that minimum salaries would be increased by 8% from the June pay month.

On this occasion it added officials had been given an assurance that no employee will receive an increase lower than the monetary equivalent of 8% on the minimum on-appointment rate in his or her job category.

The officials' associations do not negotiate actual pay with the chamber. They bargain minimum rates for each job category and it is then left to the mines to set actual rates.

Yesterday's agreement means that each official is guaranteed at least a rise equal to 8% of the minimum in his or her category.

The statement said however that as in the past mine managements have the discretion to grant merit increases to individual officials above those agreed between the associations and the chamber.



~~12/15/83~~ ~~12/15/83~~ (134)  
THE challenge to the "closed shop" by Natal  
furniture firm Grafton Everest is not dead.  
Last year the company took a Tucsia union  
and the furniture industrial council to the  
industrial court because the council wanted it  
to fire some of its workers for refusing to join  
the union.  
The case was seen as a key test of the  
closed shop, but the court ruled it could not  
decide on it because it had not been referred  
to the council first.  
Grafton is still trying to get the case back  
to the court, but its efforts are being delayed  
by a Byzantine legal wrangle about whether  
the Minister of Manpower has the right to  
exempt workers from the "closed shop".  
So the case may not return to the court for  
a good while yet.

UNIONS FM 3/6/83  
**Unity talks soon**

Efforts to forge greater unity between emerging trade unions are gathering momentum. The first meeting of a committee representing unions which have agreed to investigate the establishment of a new union federation may be held next month.

The decision to launch the investigation was taken at a gathering of union leaders in April. Unions and union groupings which have announced their commitment to the probe represent about 300 000 workers.

They are the Federation of SA Trade Unions (Fosatu), the General Workers Union, the Food and Canning and African Food and Canning Workers unions, the Commercial, Catering and Allied Workers Union, the SA Allied Workers Union, the General and Allied Workers Union, the Cape Municipal Workers Association and the Council of Unions of SA (Cusa).

Leading figures in the unity effort are reluctant to predict how long it will take for the new federation to be formed. Some labour observers believe it will take a year or more for the various parties to achieve consensus on sensitive issues confronting them. For example, if the new federation is to function properly, the activities of affiliates will have to be rationalised. This implies that member unions operating in the same industries may either have to merge or at least agree on a clear demarcation of operation to prevent rivalry.

In addition, the unions can be expected to attach great importance to keeping their members well-briefed on the unity talks and on reporting back to them at all important stages in the negotiation process.

Employers whose labour practices give them reason to fear the kind of influence that can be wielded by a new emerging union federation can draw little comfort from the fact that this process may be a lengthy one. It seems inevitable that they

*continued on 1139*

will soon have to contend with increasing co-operation between unions involved in the unity effort.



# Union help for SA blacks

By PATRICIA CHENEY  
Washington

THE AFL-CIO, the world's largest trade union organisation, will soon begin a new programme to help black South African trade unions.

The focus of the programme, the result of a visit

by a US trade union delegation to South Africa last September, will be on teaching black trade unionists collective bargaining skills and matters concerning occupational health and safety.

"Multinationals are going into South Africa and exploiting workers who know nothing about the bargaining process," an AFL-CIO spokesman said.

"We want to help create a viable black labour movement."

The American Federation of Labour and the Congress of Industrial Organisations (AFL-CIO) is an affiliation of 98 American unions and represents almost 14-million workers.

Through its African-American Labour Centre (AALC), it is establishing a

unit to run its activities in South Africa.

It will be headed by Mr Nana Mahomo, a banned South African who has worked for the labour organisation for about two years.

This unit will administer a special labour fund, accumulated from union dues.

The money will be used to send AFL-CIO personnel to South Africa to train black workers in labour relations skills and also for other union activities.

Part of the fund will be spent on defending trade union members who might be detained by the South African Police or who might have a legal dispute with their employers.

The AALC also intends establishing:

- Work/study programmes for South African black trade union members in the United States

- Union-to-union training in the US.

- Seminars and training programmes in South Africa.

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# Phenomenal growth

A year ago there were predictions that as the recession deepened trade unions would face slow, and possibly even declining, growth. However statistics gathered by the Department of Manpower show a massive rise in black membership of registered unions during 1982.

At the end of 1981, there were 259 582 black members of registered unions. By the end of last year this figure had risen to 394 510 — a remarkable increase of about 52%. Although the department's statistics cover only the 199 registered unions in SA there are signs that about a dozen well organised unregistered black unions have also achieved substantial growth.

The department's figures contradict the conventional wisdom that unions struggle to grow during an economic downturn. After all, it is during an upturn that the balance of power in many industries shifts more in their favour and they are able to offer tangible benefits to potential new members.

The official statistics therefore pose the question if black union membership has grown so swiftly during a recession will there be even more remarkable growth during the next upturn in the business cycle?

It seems likely that this will happen. But, to put matters into perspective it is worth examining some of the reasons for the

strong growth during 1982.

Firstly it was perhaps inevitable that black union membership would rise sharply in the period immediately following government's first major reforms about three years ago. There was obviously enormous scope for such growth once blacks had been granted statutory bargaining rights. White coloured and Asian workers have for long enjoyed such rights. Not surprisingly therefore the department calculates that white membership of registered unions grew by only 4% last year, while coloured and Asian membership rose by only 5%.

Secondly, as General Workers Union (GWI) general secretary David Lewis has pointed out (*Current Affairs* May 13) the unionisation of unorganised workers in SA has not been significantly retarded by the recession — and in fact may have even been enhanced. He says that while workers in advanced industrialised societies might be cautious of joining a union struggle in a recession this is not so in SA. Black workers he says have much less to lose.

Lewis argues that black unemployment was so high during the last boom that black workers do not perceive the threat of unemployment as being substantially greater now than in the immediate past. In addition there is a strong political imperative tied to a black worker's decision to join a union. Lewis says there is no reason to ex-

pect this imperative to abate.

There are other reasons. In recent years many established unions have begun to open their doors to blacks and have attracted a large black membership. The department says membership of registered unions representing people of all races rose by nearly 115 000 last year from 265 835 at the end of 1981 to 380 829 by the end of 1982.

Some like the SA Boilermakers Society, appear to be making sincere and successful efforts to cater for the needs interests and priorities of their new black members. However there are indications that the rapid rise in black membership of some others has resulted more from the extension of closed shop agreements to cover black workers than from any genuine attraction they may have had for blacks.

One question which may be answered during the next upturn is whether established unions can retain their black members in the face of competition from emerging unions. As one respected industrial relations practitioner puts it "It has been relatively easy for these unions to gain a large black membership because many black workers have joined the first union which has sought to recruit them. But whether they can retain these workers' loyalty is another question."



~~1178~~ ~~1177~~ ~~1109~~ RDM  
6/6/83 (134)

DEPARTMENT of Manpower figures showing that black membership of registered unions jumped by 52% last year are a little difficult to interpret

The department's figures show that there are now 394 510 black workers who belong to registered unions

The reason the figures must be treated with some caution is that they include black members of established unions who are forced to belong to them by "closed shop" agreements

Registered unions do, of course include members of leading emerging union groups such as Fosatu and Cusa

But Fosatu claimed only a 10% membership rise last year and, if the unregistered NUM is excluded, Cusa claimed about a 30% rise

What all the figures do agree on is that black membership of unions has not dropped as a result of the recession a trend which indicates a continuing strengthening of the black union movement

Oscar Mpetha <sup>Spur</sup> <sup>12/6/83</sup>  
found guilty  
of terrorism

134 Own Correspondent

CAPE TOWN — Oscar Mpetha (73) was today found guilty in the Cape Town Supreme Court of participating in terrorist activities during uprisings at black townships in August 1980.

The veteran trade unionist was found not guilty on two further charges of murder.

The finding drew no reaction from Mpetha in the dock or the crowded gallery.

Mr Justice Williamson said Mpetha's story of why he went to Reverend Wena the evening before the riots was improbable and unconvincing. He hid the real reason for his visit.

Mpetha had also lied about what led to the use of the church where a meeting was held on August 11.

In his evidence Mpetha had given an explanation for his movements that day which did not coincide with the violent events.

The judge said the whole thrust of his evidence was to distance himself from the happenings of that day.

(Proceeding)



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By Tony Davis,  
Labour Reporter

Star 13/6/83

## Metal unions to ask for more

In the wake of last month's metal industries wage negotiations, various trade unions are seeking further increases from individual employers

Unions were highly critical of the negotiations, which resulted in increases of between five and seven percent — well below union demands

The unions told employers they would continue to press for their demands from individual employers

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said several letters had been sent out to employers requesting further wage talks on behalf of his electrical union members

He said it was likely that employers had budgeted beyond the negotiated minimums and could pay more

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, said his union felt it was important that trade unions adopt a joint approach to employers for higher wages

"It is fine to negotiate with employers where there is only one union but there is a problem where there are more unions involved," he said

The Metal and Allied Workers' Union, which was not a signatory to the talks because it said it had no worker mandate to accept the employers' low offer, is still to meet the Steel and Engineering Industries Federation of SA to discuss their concept of a "living wage" for workers

Mawu still expects to enter into some individual company negotiations for higher wages

● About 500 000 workers across the country were affected by last month's negotiations

# Closed shop clause suffers a setback

134

RDM

19/6/82

By STEVEN FRIEDMAN  
Labour Correspondent

THE controversial "closed shop" clause — which forces workers to belong to a union — has suffered a set-back in the printing and newspaper industry

Black workers at three Industria plants owned by the giant Nampak group have been allowed by the industry's industrial council to resign from the SA Typographical Union, which they were forced to join in terms of a "closed shop" agreement negotiated at the council

This was announced yesterday by the Paper, Wood and Allied Workers Union (PWAU), which says workers have opted to join it, and confirmed by Nampak

The workers are allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause

According to Nampak, this is only the second time the council has granted an exemption from the "closed shop" for black workers

A letter to Nampak by the council says workers who have resigned from the SATU at the plant will be permitted to do so. It adds, however, that new workers will still have to join SATU in terms of the "closed shop" clause

It says the letter must be seen as a formal exemption

from the "closed shop"

Most industrial council agreements have "closed shop" clauses forcing workers to belong to a union on the council. In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not

Exemptions from the "closed shop" are rarely granted

A statement by PWAU yesterday hailed the exemptions and said they applied to three Nampak plants — Conical, Sacks, and Core and Tubes. It said the workers "prefer to belong to PWAU rather than SATU"

PWAU said workers alleged they had only had one meeting with SATU — when they joined it. "Since then we have never had a single meeting until we called them to tell them we wanted to resign", they added

The union said workers had also charged that SATU "forced itself on them", had "done nothing for them", and that they "encountered rudeness and unhelpfulness when they visited SATU's offices"

It said workers had begun joining PWAU late last year. When the union achieved majority support at the plant and shop stewards were elected, they ap-

proached management and "immediately raised their opposition to SATU"

According to PWAU, Nampak said it was bound by the "closed shop" agreement and could do nothing about this issue. But workers had continued to raise the issue and had signed a petition resigning from SATU

The exemption had been granted on May 17 "provided the council was certain workers were opposed to SATU". Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said

Nampak's spokesman confirmed that an exemption had been granted

"Whenever a majority of employees in a company in the Nampak group indicate their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement", he added

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Industria plants, he added

Repeated attempts to obtain SATU comment failed yesterday

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# Black unions and change

Cape Times  
17/6/83  
(134)

Staff Reporter

RADICAL change in South Africa was highly unlikely to be caused by black trade unions, in spite of the general concern over unions "getting into politics", Mrs Kate Jowell, assistant director of the Graduate School of Business at UCT, said yesterday. Addressing the President 100 Club at the Sea Point, Mrs Jowell said many blacks saw our political system as "something for whites" and synonymous with apartheid.

Whites knew this — hence the fear that blacks would try to change it for a Marxist system and that they would use "one of the few legitimate and credible institutions available to them", the trade union, to achieve this.

## Few organized

It was suggested that trade unions may call a general strike on the issue of influx control, or force employers to flout the law. But relatively few eligible black workers — roughly 10 per cent — were organized. The one general union that would unite the working class in the cause of change was a pipe dream, she said. "Few working people are daft enough to make grand gestures in a world of massive unemployment and in a world where tough management and police action is still the norm".

The strikes of the past three years had been concerned mainly with "bread-and-butter" issues.

## 'Need each other'

However, businessmen were now being forced to bargain collectively with black unions. This forced people of different races to work out common problems and to search for ways to accommodate each other. They were beginning to realize that they needed each other. "If these kind of changes in attitudes take place in the workplace, they cannot but bring about changes in the wider society and some pressure on our political institutions".

# More strikes predicted

New and unprecedented levels of strike action can be expected when the economy emerges from the recession, says a report which analyses trends in industrial action in SA

Useful insights into strike trends are provided in a report compiled by industrial relations consultants, Andrew Levy and Associates. It has been published at a time when many managements have been heartened by government statistics which show a decline in industrial action in the first quarter this year (*Current Affairs* May 20).

The report, however, examines long-term strike trends. It challenges the belief that unions are incapable of striking in a recession and it makes a confident prediction of rising industrial action during the next boom: "Employees are still going on strike, and those strikes are getting longer, harder and deeper." It adds that even if there is a decline in the actual number of strikes in the year ahead, for those employers "who face the reality of a strike, the event will be more difficult and compelling."

## Conclusions

The report is based on statistics gathered from a number of sources, including government strike figures, and information gathered by the consultancy itself. Conclusions reached in the report include

□ Strike incidence fluctuates from year to year, but the increasing trend in man-days lost is strong and steady. Strikes are lasting longer and involve larger numbers of workers. There also appears to be a tendency for more strikes to take place in the second and third quarters of the year;

□ The strike trigger in about 80% of observed cases, during the last four years, has involved wages, grievances and issues involving discipline/dismissal. "As these lie within the ambit of managerial decision one way or the other, companies should ask whether or not their awareness and handling of these issues is adequate," says the report.

The economic downturn has had an important impact on strike triggers. During the past year the proportion of strikes provoked by wages has decreased substantially, while there has been a sharp rise in strikes resulting from disciplinary and dismissal issues,

□ Federation of SA Trade Unions (Fosatu) affiliates tend to be involved in significantly more strikes than unions from any other grouping. From information they have gathered, the compilers of the report have found that in 1981-82 unions affiliated to

Fosatu were involved in 65% of strikes. Independent unions — such as the SA Allied Workers' Union (Saawu), the General Workers' Union, and the Commercial, Catering and Allied Workers' Union (Ccaawusa) — were active in 27%. Affiliates of the Council of Unions of SA (Cusa) were involved in about 8%; and

□ Union presence tends to increase the length of strike action. However, the report emphasises that this does not necessarily mean that unions cause strikes. The extra length of the strike may be due to the time-



Levy ... 'strikes getting longer and harder'

consuming process of negotiation with the union — which can ultimately result in a better level of settlement for all the parties



# Harassment of unions has industrialist worried

By Sheryl Raine,  
Pretoria Bureau

SAW 22/6/83  
Despite Government policies guaranteeing the freedom of association to trade unionists, Security Police harassment of union officials continued to make trade union activity highly risky for those involved, a labour seminar heard in Pretoria yesterday

Mr Theo Heffer of Grinaker Holdings, one of several experts at a Unisa seminar on industrial relations, questioned the Government's acceptance of its own policy of freedom of association

"The Department of Manpower has a policy which states that all workers have been given the freedom of association," Mr Heffer said

However, judging by widespread Security Police harassment of trade unionists there appeared to be a contradiction within the Government

Mr Heffer questioned whether the Government in general had accepted the Department of Manpower's assurances on the freedom to associate

The Government, he said, was quick to publicly condemn unionists who had allegedly engaged in non-union activity

Nineteen such unionists were simultaneously detained in 1981, with Government denunciations about their behaviour

"Finally," said Mr Heffer, "of the 19 detained, 10 were released without charge, four were released and then banned without any recourse to the courts, three had charges brought against them which were later dropped, one was charged and acquitted and one died in detention"

Mr Heffer stressed that it was not possible to have a system of industrial relations without freedom of association

He believed that the Department of Manpower had recognised this but that general Government policy did not encompass the department's policies on the issue

Mr Heffer also voiced concern about the confusion being generated by the various divergent policies adopted by the independent homelands

He predicted that with the gradual independence of more of the self-governing homelands, the confusion would become worse

The Ciskei, for example, had adopted labour policies which in principle clashed violently with those professed by South Africa

The homeland had gone so far as to suggest the use of military-type disciplinary camps to correct the behaviour of workers who broke their employment contracts with trade union action

Mr Heffer urged employers to support the Department of Manpower in its efforts to bring about labour reform.

## 'White ignorance is causing problems in labour relations'

SAW 24/6/83  
Pretoria Bureau

The need to educate predominantly white supervisors and foremen about the legal implications of South Africa's new labour laws and industrial relations policies was pinpointed at a seminar yesterday

Labour relations experts at the seminar on labour issues at Unisa noted with concern the frequency with which legal problems arose in the industrial relations field because of illegal or incorrect action taken by ill-informed supervisors and foreman

Dramatic changes had occurred in the labour relations field in the past 12 years, said Professor Johan Piron of the Unisa School of Business Leadership

New laws had attempted to remove race criteria from the country's labour legislation. As a result, white workers had become fearful and resentful and blacks were increasingly expressing their aspirations

Deprived of the political rights to achieve change and recognition, black workers had inevitably turned to their only means of expressing their growing political aspirations and to achieve change, the professor said

Both black and white worker attitudes, however, had to be taken into account when managing a business

A new need had been created by emergent black trade unions for coherent in-company industrial relations which included the lowest levels of management

"In South Africa we have tended to think that it was not necessary to concentrate on in-company relations for white employees. This will have to change," Professor Piron said

Whites had a number of attitudes which had considerable impact on management and which determined labour climates

Due to sensational and negative publicity in the media, Professor Piron believed the majority of unskilled, skilled and foreman-level whites believed that most emergent trade unions were "big, black and bad"

He did not believe this image was accurate

Whites, he said, also tended to resent managements' readiness to accommodate black workers and tended to put pressure on management to take a hard line stand on trade union action

They also feared unemployment and losing their jobs to blacks

One of the white attitudes which raised the most concern was the refusal by lower and middle management to support top management labour initiatives. In some cases lower and middle management had refused to implement labour relations procedures

3/21/83

WDM

134

# Printers oppose 'closed shop'

By STEVEN FRIEDMAN

THE "closed shop", which forces workers to belong to a particular union, has suffered another setback in the printing and newspaper industry

In a secret ballot at Kohler Corrugated Cases in Brakpan this week, black workers voted to be represented by the Paper, Wood and Allied Workers Union, rather than by the SA Typographical Union, which has a "closed shop" at the plant

The company is now likely to approach the industry's industrial council with a request that it be exempted from the "closed shop" provision

A PWAU spokesman said yesterday the union had approached the company for recognition recently and was

turned down — apparently because of the closed shop

The company held the secret ballot after a brief work stoppage earlier this week when workers downed tools, demanding the recognition of PWAU

A union spokesman said 94% of those who had voted had backed the PWAU

A spokesman for Kohler Limited, which owns Kohler Corrugated Cases, said the company was bound by the closed shop clause, but that, where a new union appeared on the scene, policy was to apply for an exemption from the clause if the new union represented a majority of workers

Kohler had already written to PWAU suggesting talks and was waiting for the union's response



(134) (155) (178) D. Dispatck  
2/7/83  
**ILO. no hope for  
SA, says unionist**

PRETORIA — The removal of discrimination from South Africa's labour laws has not softened the fanatical hostility to South Africa's apartheid policy among members of the International Labour Organisation

The chairman of the Federal Council of SACS Staff Associations, Mr Jimmy Zurich, has just returned from the ILO meeting in Geneva where, he said, South Africa's apartheid policy got its usual battering

He stressed the intensity of hostility against South Africa had not changed, even although the colour bar and race discrimination had been eliminated from the country's

labour legislation.

Virtually every speaker at the plenary sessions of the organisation "took a swipe" at South Africa, and attacked the governments discriminatory policies

However informal discussions, Mr Zurich said, he found support and even admiration, for the big changes which had taken place in the field of labour legislation and labour relations

It was acknowledged privately that the barriers had been lifted as far as trade unionism was concerned.

However it was clear that South Africa had absolutely no hope of re-admission to the organisation. — DDC

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# Unions warned by Le Grange

Own Correspondent

PRETORIA — The Minister of Police Mr Louis le Grange warned last night of tough action to combat the increasing politicization of certain areas of the trade union movement

Speaking at an Iscor function in Vanderbijlpark, the minister also warned of the machinations of the ANC/SA Congress of Trade Union Alliance

What, he asked, should the police do when confronted by the real danger of subversion infiltration and manipulation of in some cases, yet unsophisticated trade unions

Urgent attention was

being given to the danger

The aim was clear — to seriously disturb the economy through unrest to an extent that it collapsed, and that the government would be forced to its knees

The ANC/SACTU aimed to alert the total work force as an important component, and unfortunately some people and organizations however well-meaning, played directly into the hands of the alliance

The minister referred to the outcry over the "so-called" detention and harassment of trade union members, while the fact that the detentions and interrogations without exception had

to do with the country's security was lost sight of

The trade unions were being seized on by the communist-orientated ANC as an instrument of incitement

Significant was that local trade unions and trade union umbrella organizations were similarly busy with unity initiatives and it could only be hoped they would be alert to a possible ANC/SACTU combination and the serious danger of revolutionary manipulation

One of the primary cornerstones of ANC/SACTU propaganda was the mobilization of the work force in South Africa against the existing order

There were already examples of certain overseas organizations and trade unions making common cause with the ANC and SACTU

The International Labour Organization was one of these, and its support of the ANC/SACTU was well-known

The government was aware, however, of the scheming behind the scenes



## Unions move closer together

CAPL TIMES 5/7/83 Labour Reporter (134) ~~134~~

IN another step towards the formation of a major new federation of emerging, mainly-black trade unions, representatives of 11 union groupings held talks in the City at the weekend

It was the first meeting of the feasibility committee set up at the historic union unity talks in Athlone in April, and was attended by representatives of nearly the entire independent union movement

A statement issued yesterday by the Federation of South African Trade Unions (Fosatu), on behalf of the feasibility committee, said the talks had been "successful" It said delegates would be reporting back to their members before the next feasibility committee meeting in October No further details were disclosed.

# Unions moot plan for unity

134 (37) Sowetan 1/7/85

MAJOR efforts to forge greater unity between emerging trade unions representing about 300 000 workers gathered momentum at a summit held in Cape Town at the weekend.

Union sources said the two-day meeting had agreed to continue to investigate the establishment of a new union federation through a feasibility committee representative of 12 unions.

The unions are: The Federation of South African Trade Unions (Fos-

satu), Council of Unions of South Africa (Cusa), General Workers' Union, African Food and Canning Workers' Union, South African Allied Workers' Union, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union of South Africa, Motor Assemblies and Component Workers' Union of South Africa, General Workers' Union of South Africa, General and Allied Workers' Union and Municipal and General Workers' Union.



Cape Times 7/7/83

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# Trade union talks could have major impact on society

By PHILLIP VAN NIEKERK, Labour Reporter

THE creation of a new super-union of South Africa's black workers came a step closer to reality at the weekend when representatives of 11 emerging trade unions and federations, representing some 300 000 workers, held talks in Cape Town

The emergence of such a federation — potentially the biggest and most powerful workers' organization in South African history — is likely to have a major impact on the country's industrial and political scene

Unions which were present were the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union (AFCWU), the Food and Canning Workers' Union (FCWU), the General Workers' Union (GWU), the General and Allied Workers' Union (Gawu), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association, the Motor Assembly and Components Workers' Union (Macwusa) and the General Workers' Union of S A (Gwusa)

Moves towards a federation among the emerging, mainly black unions have been afoot for nearly two years, but have been impeded by major policy differences between the unions. In April this year, however, eight out of the 13 union groupings present at the historic Athlone

unity talks decided to go ahead and form a feasibility committee leading to a federation

Last weekend's talks were the first meeting of this committee. Press and observers were barred, and only a brief statement — saying that the talks were "successful" and that the next meeting would be in October — was issued

But there were several indications that the talks had been more amicable than previous attempts at unity. For a start, no-one withdrew and a statement was issued on behalf of all those present. This was the first time this had been possible since the abortive Port Elizabeth talks last year when a brief statement saying that "no basis for unity exists at present" was issued

Secondly, there were more unions present than had originally opted to serve on the feasibility committee. Those unions who came in late have explained this by saying they first had to get a mandate from their members to serve on the committee

But the presence of union groupings such as Cusa and Macwusa is a sign of a much deeper commitment to broader unity. Cusa, for instance, is committed to "black leadership" in the union movement and has previously had reservations about uniting with groups such as Fosatu, GWU and the AFCWU which have

white officials in key leadership positions

Macwusa's attendance signifies an even greater shift in position. Along with its sister union, Gwusa, Macwusa has in the past taken a strong line against working with unions which are registered or serve on industrial councils

It was precisely over such issues that the emerging union movement seemed irrevocably split only a few months ago. That unregistered unions such as Macwusa, Gwusa, Saawu and Gawu are now working towards a federation with registered unions is a sign that worker unity has become a more compelling issue than the policies of individual unions

It is also a sign that the registration debate, which dominated union politics after the Industrial Conciliation Act was amended in 1979 to allow black unions to register in the wake of the Wiehahn Commission report, is effectively a dead issue. In fact, this was recognized by the Department of Manpower 18 months ago

It is clear that no union federation will work without the participation of Fosatu, the largest and most powerful of the union groupings, claiming well over 100 000 members in eight affiliated unions. So while other unions might not agree with Fosatu's policies or their political style they seem prepared to work along-

side Fosatu in the interests of worker unity

Another issue which seems to have faded is the establishment of union "regional solidarity committees" as opposed to a tightly-knit federation. This option was the subject of hot debate at the unity talks in April, but it now seems inevitable that union unity will take the form of a federation

Union leaders concede that difficulties lie ahead and that much detail of the structure of the federation still has to be worked through, but there is little doubt that a dynamic new trade union force is about to be born, whether or not it includes all 11 groupings that were in Cape Town last weekend

As things stand, the unions who are poised to go into the federation represent only a fraction of the country's black workforce. In terms of numbers, in fact, they probably have less members than the establishment union grouping, the Trade Union Council of South Africa (Tucsa)

But the majority of Tucsa's African and coloured members belong to unions which have closed shop agreements with employers. Workers thus have no choice whether they want to belong to these unions or not. And while it has been Tucsa's tendency to sneer at the newer unions, there is little doubt that the future of black worker

Dr Nic Wiehahn . . . in wake of report

unionization lies with the emerging unions

The future development of these unions will be greatly enhanced by the formation of a federation, the aim of which, union leaders say, will be to prevent emerging unions competing against each other for members, as has sometimes been the case up to now, and to provide a united worker front against employers and the state

An equally crucial consideration will be the organizing of unorganized workers. Millions of black workers particularly on the mines, on the railways, on the farms, in the public service and in domestic service are unorganized and therefore outside the collective bargaining structures

In the long run, the new federation could grow into the largest mass-based organization of blacks in South African history. As such, it should play a leading role in reshaping South African society

~~(133)~~ ~~(270)~~ (134) ~~(142)~~ ~~(157)~~  
**Raise pay of SATS  
staff, or else — union**  
D. Dispatch  
9/7/83

JOHANNESBURG — Trade union officials warned yesterday there could be serious repercussions if railway workers, whose living standards have already declined because of inflation, were not given wage increases soon

The officials were reacting to conflicting assurances recently by the Minister of Transport Affairs Mr Hendrik Schoeman, that railway workers would not get pay rises this year but wages would be reviewed later this year

The issue is so serious that the Federal Council of SA Transport Services Staff Associations which represents more than 250 000 workers had decided to meet Mr Schoeman next month to demand pay hikes

The Minister had told union leaders in March there would be no

routine pay rises this year, but gave them an assurance he would reopen the pay issue with them in August

Yesterday Mr Msokoli Qotole, a spokesman for the General Workers Union (Gwu) said in Cape Town "It is totally unacceptable and inexcusable for a Minister to just say there would be no increases this year and 'that is that, take it or leave it'"

Mr Jimmy Zurich president of the Artisan Staff Association and chairman of the Sats Federal Council, also reacted strongly to the conflicting ministerial statements

Unless adjustments were made, he warned, the worsening situation could result in an "explosion of big disruptive wage demands" when the economy began to emerge from the recession

Yesterday Mr Jan Havenga, public relations spokesman for Sats said his department had not yet received official notice the status quo had changed since the beginning of the year

"As far as we're concerned, nothing has changed since the Minister briefed us at the beginning of the year. He has not approached us again and, in any case, it's his prerogative to decide on whatever he wants to," said Mr Havenga —DDC

### Doctors to meet in SA

CAPE TOWN — The assembly of the World Medical Association is to be held for the first time in South Africa in 1985



# Anglo review assesses union growth

Labour Reporter

In their 1983 review, Anglo American directors have blamed the shortage of skilled black workers on the quality of black education and said the further recruitment of mineworkers into black trade unions was the most important development in the mining industry's union affairs

The Anglo American Corporation was committed to workers' freedom of association, industrial council systems for negotiations and non-racial manning and recruitment, the review said

Black trade union development over the past year saw several unions being allowed to recruit members at various mines and also to participate in the recent annual wage talks

Increased union membership of all races in secondary industries was also a factor and Anglo welcomed the decision by the Metal and Allied Workers Union to apply to join the metal industries' industrial council

## 'Blacklist' allegations are denied

Labour Reporter

Union allegations that the Chamber of Mines operates a system of blacklisting former employees from being re-engaged in the industry have been denied

The National Union of Mineworkers last week accused the Chamber of victimising black mineworkers by a system of blacklisting and various other penalties. This amounted to an unfair labour practice and was well-documented, the union claimed

A Chamber of Mines spokesman said mines had previously kept track of former workers who had broken their work contracts — but this practice had recently been discontinued

It was the right of mine managements to refuse to employ workers they thought unsuitable, he said

Workers who felt they had been victimised had recourse to the Labour Relations Act

The NUM claimed that workers were blacklisted for striking, absenteeism and excessive drinking

Managements in the corporation were concerned with worker consultation and attending to grievance and disciplinary procedures, said the report

Wage talks with the unions were restricted by prevailing economic circumstances

Wages for less skilled workers had risen dramatically over the past 10 years, and it was important that all parties recognised that increased efficiency at work was a shared responsibility, the report said

While the corporation had taken steps to alleviate the skills shortage, few black apprentices met the educational training requirements. This was not surprising in view of the quality of black education

The industry had to recruit artisans and experienced miners overseas as a result of skilled manpower shortages

The situation had, however, later improved and black and coloured artisans had been indentured, the report went on

The Chairman's Fund was actively involved in education schemes and the Chamber of Mines was involved in talks with the Underground Officials' Association, with the intention of cancelling the remaining job reservation on the mines



## for signing Naas

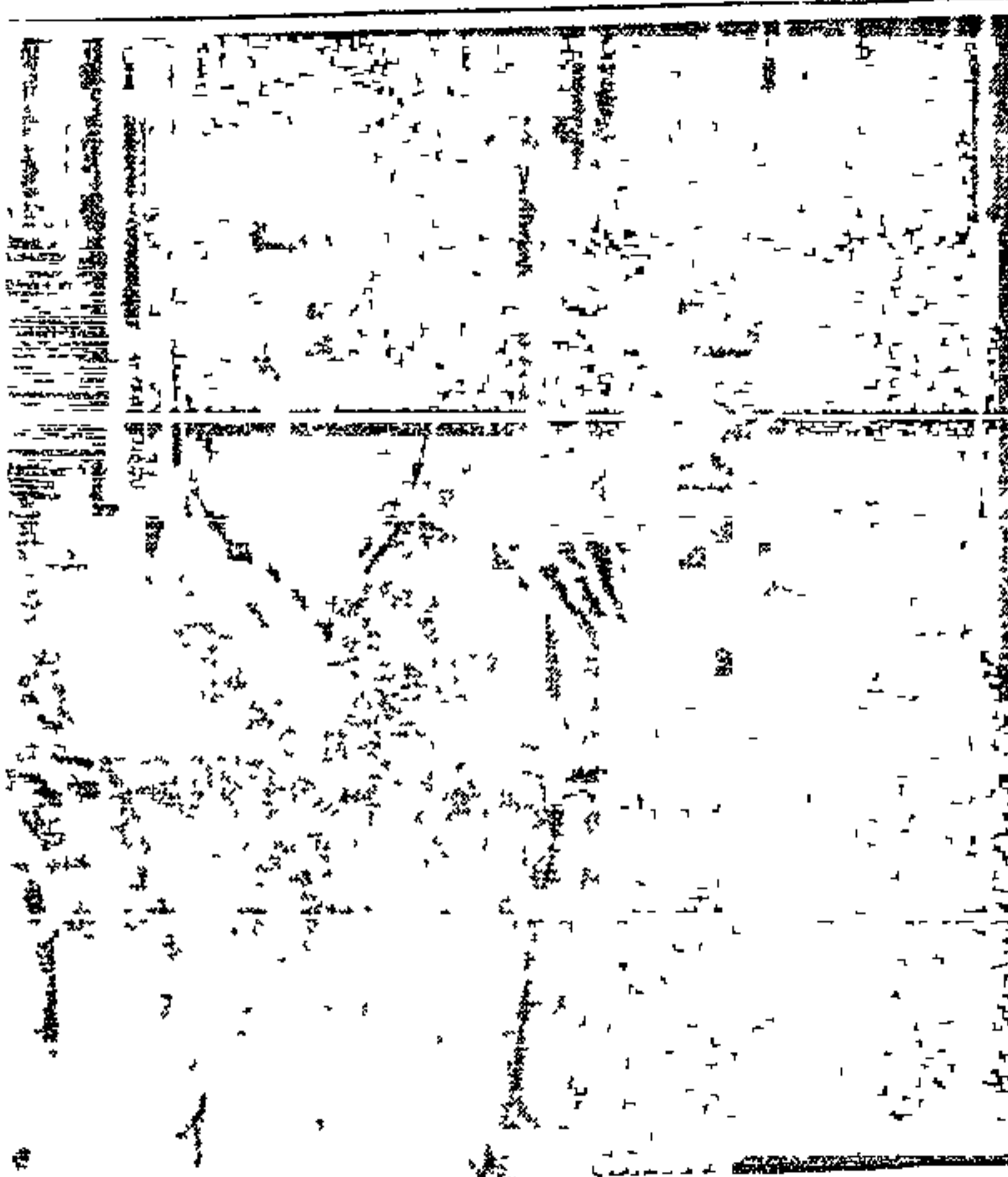
ies of the South African Government

"Mr Botha does not represent the South African Government. He came to the United States to compete as an individual athlete the same as thousands of South African citizens who live and work in the United States."

In a letter to one of the groups the Washington Office on Africa Mr Landry said that Botha "is no different from

South African golfers such as Gary Player or South African tennis players such as Johan Kriek and Kevin Curren, who have competed for many years in the U.S."

He also pointed out that scores of black South Africans, such as the track star Sydney Maree and the soccer star Jomo Sono of the New York Cosmos had enjoyed success as students and athletes in the U.S. in the past 20 years



lds onto Mexican attorney Victor Luna as d his new wife Sally Hay, right, in Taylor's Centre in New York after a performance by Hay, twice married to Miss Taylor, was married to Hay on July 2.

## ... 714 verses to go

raise funds for a group which promises "more exciting music" at its autumn arts festival

Concert-goers were sponsored by the hour to listen to the monotony

Wearing a 19th century frock coat with a button-hole carnation, Mr Fish said "I'm finding it impossible to learn by heart. I still keep having

to look at the music all the time"

Supporters cheered quietly as he clocked the 100th repeat

"Originally, I thought I could play the whole work myself, but I chickened out. Dawn is a good musician and I hope this doesn't put her off her studies," he said — Sapa-AP.

# Arms of SA labour 'tied' — Relly

Staff Reporter

FREE market forces could not be expected to work effectively if labour had its arms tied behind its back, according to the chairman of the Anglo American Corporation, Mr Gavin Relly

In his annual statement Mr Relly said it would be 'self-destructive' to throw open South African industry to international competition while the productivity of our own labour force continued to be impaired by a wide range of restrictions and a failure to provide adequate support and incentive

"The South African economy is at a stage of evolution where the growth of black earnings is not only not at the expense of white, but where there can be little real growth in white earnings without further material gains in black

"The essential point is that the rates at which both move up is partly a function of productivity — in other words the wise and proper development of our human resources"

### Deleterious

Mr Relly said formal restrictions on the mobility of black labour were deleterious to productivity

So too were the informal restrictions on the mobility of Indian and coloured workers, where lack of housing made it impossible for them to

offer their skills in the best market

"Thus the Group Areas Act becomes, in effect, a form of influx control further restricting labour mobility, individual advancement and economic growth"

### Shrank

The Government had taken some steps towards allowing black people to compete in industrial society, but it shrank from allowing them to enjoy the fruits of their labour and improve their life-styles

"Increasing opportunity for personal industrial success must be accompanied by demonstrable social success within the totality of South African society, unencumbered by the restrictions of the Group Areas Act and the inhibiting psychology which flows from it"

"If we can get on with this task, difficult and complex though it is, I see no reason why South Africa should not be capable of competing effectively with international industry both at home and abroad," Mr Relly said

## 'Avoid strife' — warning by NGK

Religion Reporter

THE Ned Geref Kerk leadership has deplored "the sin of fraternal strife, bitterness and possible schism" among Afrikaners

The NGK executive committee referred specifically to the Government's constitutional proposals as the subject of Afrikaner division

The church whose propagation of the apartheid doctrine resulted in its suspension from the World Alliance of Reformed Churches last year, has not referred to divisions in other population groups

### ACT

But it has called on its members to act against divisions within Afrikanerdom

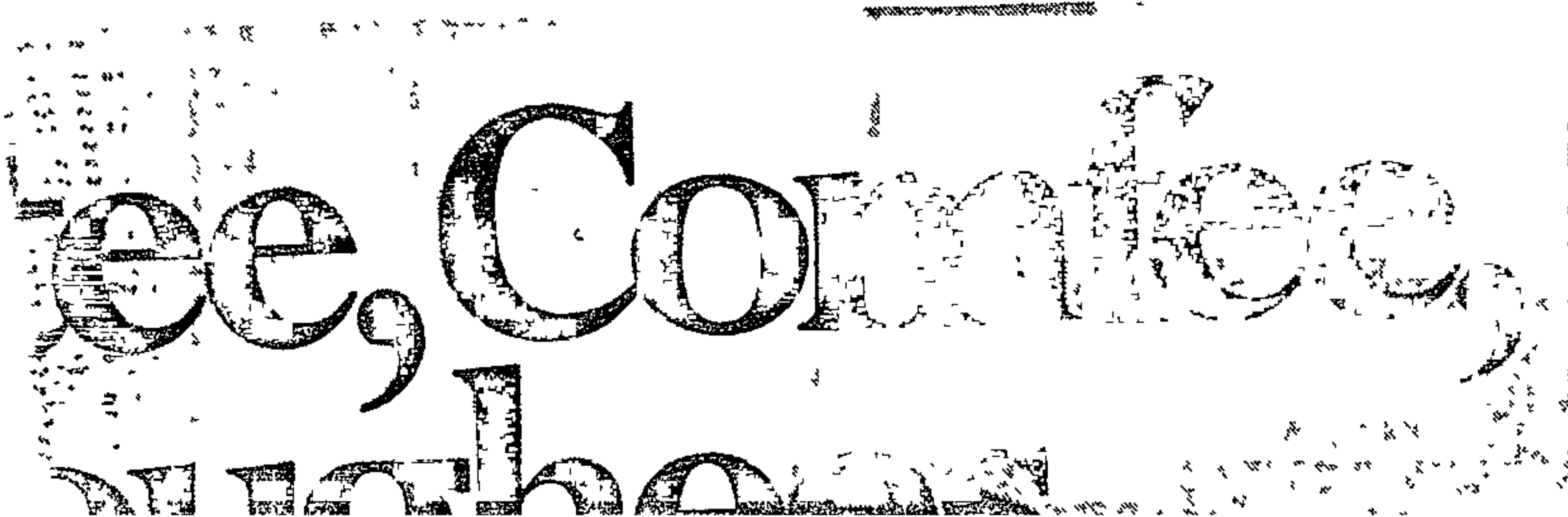
Die Kerkbode official organ of the NGK, today carried a front page report headed Vermyn Broedertwis en Bitterheid (Avoid Fraternal Strife and Bitterness), containing the text of a statement by the NGK national executive

"The executive committee of the General Moderamen notes with concern the serious problems and divisions in the ranks of the Afrikaner people about the Government's Constitution Bill

### CAMPS

Although the church may not be directly involved in the conflict which is taking place at

ARGUS  
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# Unions 'here to stay'

EMPLOYERS must learn to live with organised labour in a more constructive manner, says the President of Cape Chamber of Commerce, Mr R W Stern

He was commenting on an important industrial court ruling last week in terms of which Fodens (SA) was found to have committed several unfair labour practises

The company has been ordered to compensate three workers, refrain from using derogatory words such as, *boy* and *kaffir* and to meet the terms of a settlement with the United African and Allied Workers Union

The application was brought by the three workers and the union, an affiliate of the Council of Unions of South Africa (Cusa)

"Despite labour legislation, relations between employer and staff need to be regularised so that retrenchment procedures, grievance and disciplinary procedures should become standard practice for any firm whether there is a union involved or not

"It is against the law to victimise someone because he belongs to a union and, equally so, someone who does not belong to a union.

"Retrenchment must be an acceptable procedure with employees," Mr Stern said

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C. Herald 23/7/83

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# Workers' vote a new blow to closed shop

By STEVEN FRIEDMAN  
Labour Correspondent

THE "closed shop" in the printing and packaging industry, which forces workers to belong to the SA Typographical Union, has suffered a new blow — this time at a Brakpan firm Kohler Corrugated

In a secret ballot on Monday, workers at the plant voted overwhelmingly to be represented by the Paper, Wood and Allied Workers Union, rather than SATU. Kohler will now seek an exemption from the "closed shop" to enable workers to resign from SATU and will also begin recognition talks with PWAU.

The ballot was supervised by representatives of the company and both unions and follows an earlier vote in which 94% of those workers who voted chose PWAU ahead of SATU.

The second ballot was held because management alleged the first had been characterised by "intimidation" and because SATU complained it had not been informed of the vote in advance.

Kohler said in a statement that 238 workers had voted, of which 273 had backed PWAU. It said more than 100 workers had abstained or failed to vote.

A PWAU spokesman said 94.5% of those voting had endorsed the union. Those who had not voted were largely white workers — who PWAU had insisted be able to vote, despite objections from SATU — and workers in a new department

who had recently joined the company

A union statement said PWAU was "pleased to have now proved beyond doubt that the majority of workers want to be represented by PWAU." It hoped to begin negotiations soon on the retrenchment of seven workers at the plant.

PWAU said that, until an exemption from the closed shop was granted, workers would continue to have "numerous deductions" made from their pay on SATU's behalf.

"We call on SATU to concede defeat and allow any worker who wishes to, to resign." It said it looked forward to a "constructive" relationship with Kohler and a full exemption from the closed shop at the plant.

A SATU spokesman confirmed the figures, but referred all other queries to the union's general secretary, Mr Lief van Tonder, who is in Cape Town.

Kohler's statement said the company's policy was to recognise the organisation which represented the majority of workers at each of its plants.

It would therefore seek an exemption from the closed shop agreement with SATU and would also open recognition negotiations with PWAU.

"One of the matters to be discussed will be the fact that those workers who withdraw from SATU will lose the pension, medical aid and similar benefits provided by that union. We understand that there are no similar benefits offered by PWAU," the statement added.

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AMM 27/7/83



# Railways workers demand 'equal pay for equal work'

PRETORIA—The Federal Council of Railways Staff Associations demanded at a meeting in Johannesburg last week that the Railways administration apply the principle of equal pay for equal work throughout the service.

The chairman of the council, Mr Jimmy Zurich, said the motion was tabled by the coloured Railways union, and was unanimously accepted by the council, which stated that neither colour, race nor creed should be a factor in determining the level of wages.

There are absolutely no grounds now — if there ever were — for discriminating against workers because of the colour of their skin,' he said.

Another important issue raised at the council meeting had been the formation of an industrial council representative of all 11 Railways unions. This would give the unions access to the consultation machinery with labour legislation as well as to the industrial court Mr Zurich said.

We want to break away from the current clumsy routine whereby each of

the 11 unions negotiates separately on wage issues with the Minister of Transport Affairs'.

The appointment of an industrial council would also end the unacceptable system in which Railways workers' pay rises were linked to those granted to Government department and Post Office workers.

## Amendment

A committee had been appointed to study the issue and to approach Railways management

If agreement could be reached, it would mean a major amendment to the Railways and Harbours Service Act.

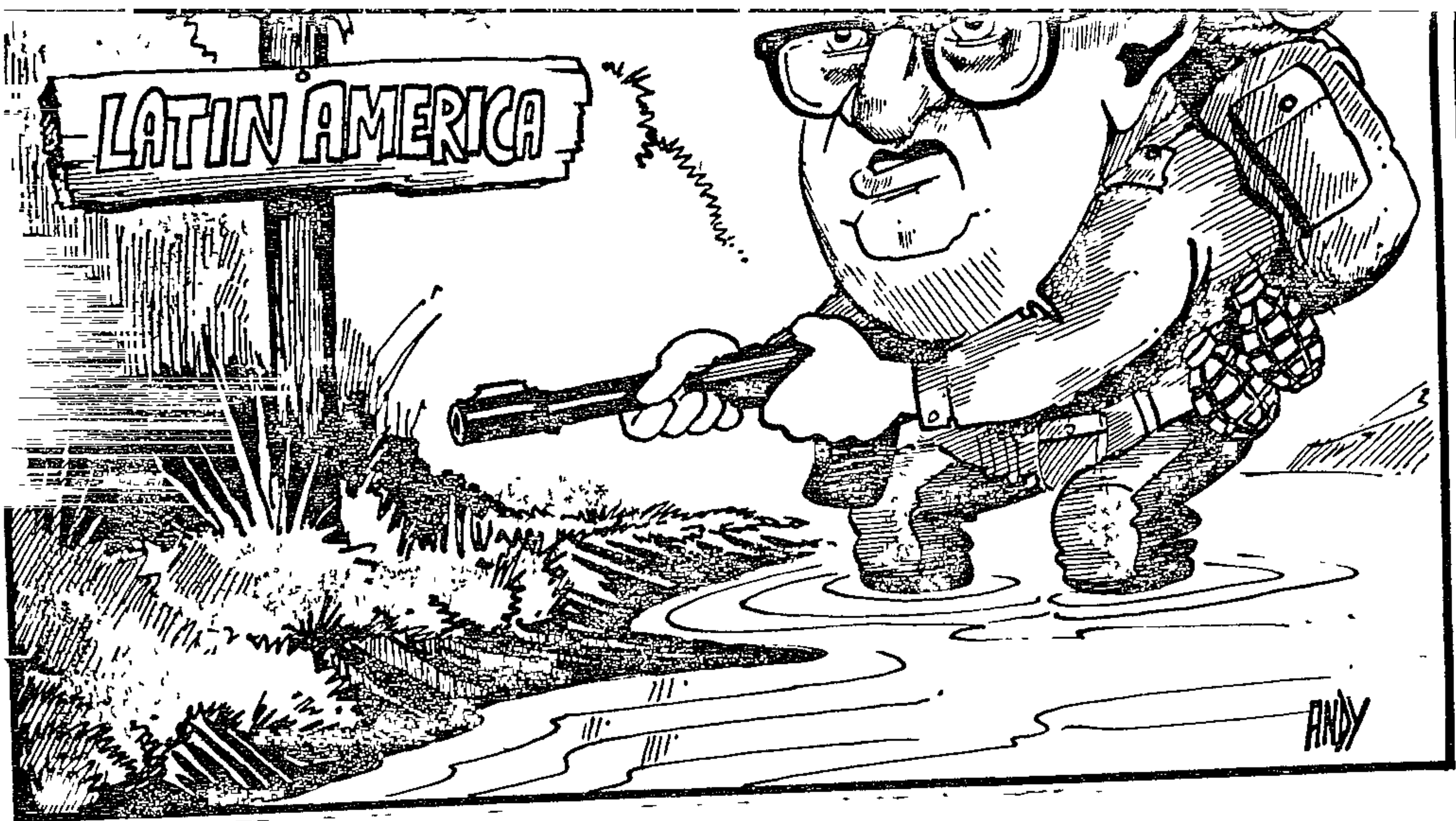
In what is regarded as a surprise move — it normally steers well clear of political issues — the federal council also strongly denounced the practice of detention without trial.

Mr Zurich said he had found in discussions with international trade union leaders at last month's meeting of the International Labour Organisation that detention without trial and the holding of people incommunicado and in solitary confinement was 'absolutely indefensible'.

Some criticism of South Africa is defensible, but there are no moral or other grounds for defending jailing someone without a fair and open trial,' he said.

## Mercury Correspondent





**PUBLIC** sector workers — there are nearly a million of them — have intensified pressure on the Government for urgent interim salary increases from October at the latest.

Senior civil servants warn the Government will face "disruptive dissatisfaction" throughout the public service unless financial relief is agreed to by the Cabinet.

And worse, they say, when the expected economic upturn starts in the first half of next year, and the demand for professional and skilled workers revives in the private sector, the State departments run the risk of disastrous staff losses.

However, the Government, burdened by the crippling costs of drought, is in no position to grant anything but token relief.

The drought costs include the big foreign exchange losses because of crop failures, imports to supplement the ruined maize crop, loss of income tax from the agricultural sector and drought aid to farmers.

According to the latest figures supplied by Central Statistical Services there are about 950 000 workers in the State and provincial departments, South African Transport Services, and the Post Office.

The annual payout to the 360 000 employed in the State departments — including police, prisons and South African Defence Force personnel — amounts to about R2 640-million, to the 225 000 provincial workers R1 944-million, to the 250 000 SATS workers R2 140-million and to the Post Office's 85 000, R1 254-million.

So even a 10% interim increase — and senior public sector workers emphasise this is the "acceptable minimum" — would cost nearly R800-million.

The growing clamour for pay adjustments has been strengthened by the more than 25% rises Members of Parliament and the Cabinet have voted themselves.

This month the salaries of Cabinet Ministers will inflate to nearly R70 000 a year, including a R16 800 tax-free reimbursive allowance, according to the HNP mouthpiece *Die Afrikaaner*.

# Govt faces crisis over wage hikes

28/7/83

By GERALD REILLY

And their luxury homes in Pretoria and Cape Town will now be freed of the nominal R55-a-month token rental.

Deputy Ministers have also benefited substantially. Their salaries will shoot up to R59 904, including the same reimbursive allowance, *Die Afrikaaner* reported.

MPs' salaries will also rise by about 24% to R38 000 of which R10 000 is tax-free.

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes.

Labour leaders have condemned the MPs' "selfish and totally unjustified action".

The chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, and the president of the Trade Union Council of South Africa, Dr Anna Scheepers, have both criticised the move.

They say the Cabinet should have set an example to the rest of the country by rejecting the agitation among MPs for pay rises.

In any case their pay — R19 000 a year plus R10 000 reimbursive allowance, should, according to Dr Scheepers, "keep them from starving".

The Prime Minister, Mr P W Botha, announced during the recent Parliamentary session there were to

be salary and allowance increases for MPs.

In a statement made with the approval of the opposition parties he said the link between the civil service ranks and MPs had become largely inapplicable with the current programme of "profession differentiation" in the service.

Changes in the civil service structure, he said, had affected public servants, but there had been no similar adjustments in the salaries and allowances of MPs.

Political observers say it is noteworthy that there are virtually no major issues on which the National Party and the opposition parties agree, but on salary adjustment there is a blissful unanimity.

Earlier this year the Minister of Internal Affairs, Mr F W de Klerk, and the Minister of Finance Mr Owen Horwood, hinted at the possibility of pay adjustments later in the year for Government workers.

However, public sector staff associations are now demanding something more than the "vague undertakings" of Cabinet Ministers.

And teachers have joined the State departments, the railways and the Post Office in the agitation for immediate pay adjustments.

The chairman of the Federal Council of Teachers Associations, Mr John Stonier, with members of the

council, is to meet the Minister of National Education, Dr Gerrit Viljoen, next month to demand financial relief.

The Minister of Posts and Telegraphs, Dr Lapa Munnik, rejected an appeal from the Postal and Telegraphs Association for increase last month. In spite of this the association last week made a new and urgent appeal to the Government for relief.

On August 29 the Federal Council of SATS Staff Associations will lay a demand for increases at the latest in October before the Minister of Transport Services, Mr Hendrik Schoeman.

Mr Zurich said this week "If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with by October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment."

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 20% of the purchasing power of wages and salaries.

The Public Servants Association have also made pay adjustment demands on the Commission for Administration.

Public sector workers were refused normal routine increases in April because of the worsening recession, the Government's commitment to fighting inflation and a general lack of funds.

However, political observers believe the Government will submit to pressure for interim rises — even though they may be nothing more than token gestures of 5% to 8% — because of the looming referendum on its constitutional proposals.

They stress there are more than 400 000 white workers in the State and provincial departments, the Railways and the Post Office — most of them with the vote.

And this did not take into account the voting members of their families it was further pointed out.

So the Government, with a strong and possibly decisive opposition both from its Right and Left to its proposals is not likely "to leave any stone unturned" in the effort to get approval for its reforms, it was stated.





# Unionists warn of pay demands

By MARTINE BARKER  
TRADE unionists outside and within the public sector are astonished and angry at the announcement earlier this week that cabinet ministers are to receive a 27 percent salary increase.

Mr Jimmy Zurich, chairman of the powerful Federated Council of Transport Services Staff Associations, has warned that if provision for a "reasonable increase" for railway employees and civil servants is not made when his association meets with the Minister of Transport next month, the government will be "in for a rough time".

His warning that such increases as those for ministers "can't be tolerated" followed the announcement earlier this year that State employees would not receive their annual increase in

April, but might receive increases in October if the economy picked up.

"If this is the example the government is setting, they can't blame us for following it," he said.

Mr H Groenewald, assistant secretary of the Post and Telegraph Workers' Association said his union expressed its extreme disappointment after meeting last week with the Minister of Posts and Telecommunications and being told that because of the difficult economic climate, no assurance could be given as to when a general salary increase might be expected.

The national chairman of the Public Servants' League, Mr M Domingo, said the announcement of the ministers' increase was "most alarming, particularly since the increase

is so far above the rate of inflation".

It was a matter for concern that increases of this sort were being awarded "when so many State employees earn on or below the bread-line".

Public sector employees would now expect to be awarded reasonable pay increases.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobelaar, described the increases as "absolutely disgraceful" in the light of the many calls made by the government for trade unions to act responsibly in their wage demands.

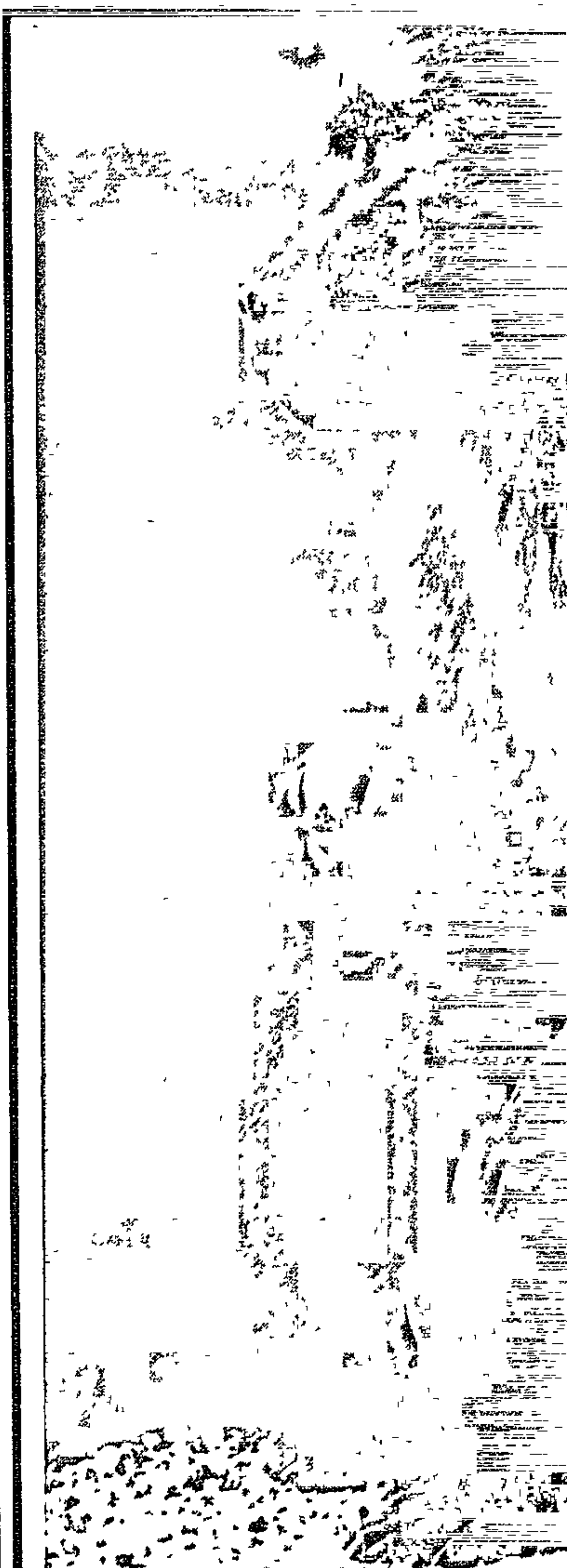
The government had destroyed its own credibility and it was inevitable that civil servants would respond with demands for increases.

## 'Shocking'

The general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, said it was "utterly shocking" that the people demanding that wage settlements in the private sector be kept at around 10 percent should be getting such increases.

Mr David Lewis, general secretary of the General Workers' Union, said his union "would certainly use this increase as the bench-mark in our wage negotiations".

Mr Rod Ironside, president of the Federated Chamber of Industries, described it as "curious" that central government should award such increases while addressing its "strong appeals for restraint to that section of the economy which produces the wealth on which the country survives".



The famous baboons of Cape Point lost one of their number yesterday when this little one was hit by a car. Its distraught mother seemed not to have come to terms with its death and cuddled the dead one protectively, picking fleas from its limp body. The motorist who knocked over the baby baboon did not stop.

Picture Pierre Oosthuysen

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It is not only on the far Right of South African politics that tension levels are on the up. At the other end of the spectrum they're having problems of their own - at least as bitter and potentially as significant, although much less publicised. CRAIG CHARNEY explains the What and the Why of what's going on

WHILE white eyes focussed on the shifts in political allegiances during the Battle of the Bergs, significant realignments were underway behind the scene in black politics.

Spits have arisen among the organisations which formerly with the non-racialist approach established by the now banned African National Congress (ANC) leading to a new, uneasy, uneasy coalition. At the same time there has been a resurgence of Black Consciousness organisations closer to the black politics tradition represented by the banned Far African Congress.

These developments could have considerable importance for the future of the two most powerful forces in black politics outside the system. The clashes between the non-racialist organisations are essentially over who within the country's borders can lead to the tradition of the ANC which, until 1976, was the most powerful political movement among blacks. For the Black Consciousness Movement the issue is whether it can re-constitute itself as a credible alternative to the ANC.

In 1980-81 a loose alliance of black civil student and trade union organisations publicly emerged which rejected the Black Consciousness approach dominant during the 1970s. They rallied instead to the Freedom Charter, a social democratic programme endorsed by the ANC and allied organisations during the 1950s. They also accepted political views branded whites anathema to Black Consciousness supporters.

New divisions have emerged within the non-racialist movement between the student and community-oriented groups on the one hand and two key trade unions on the other. These unions in 2000 were the Food and Canning Workers (FCWU) and the 400,000 member General Workers Union (GWU) have agreed in principle to unite with the country's largest black worker body the Federation of South African Trade Unions (Fosatu).

With several other unions joined as well the likely result is the creation of a new black union federation - the most powerful in South African history with a potential industry-wide presence in at least six major industries.

This marks a turnabout for the FCWU and GWU who (along with the other pro-Charter groups) clashed with Fosatu during 1980-81. However the community and student bodies have privately expressed hostility to the drive to create the new union federation.

The split reflects in part differences

in political strategy between the unions and community bodies.

The community-oriented organisations are broadly "nationalist" in approach, seeking to unite blacks across class lines (along with some non-whites) around civic issues in black townships. This has gone along with a porous, part-time, part-time style. For example, coloured civil groups launched petition drives to change the electricity billing system while the Anti-Socialist Indian Council Committee scammed the Transvaal to organise the boycott of the 1981 Council elections. At the same time it is in favour of the tactics of the ANC and its allies of the 1950s.

The Fosatu position on the other hand is that industrialisation since those days has created a far stronger black working class which needs a workers political movement centred around factory organisation. The FCWU and GWU stand somewhere in the middle.

The clashes also reflect the differences in aims and background between the New Left of the 1960s and 1970s (a force in the unions) and the Old Left (which enjoyed influence in the ANC and allied bodies up through the 1950s).

In the trade unions a crucial role has been played by white student leaders from the late 1960s and early 1970s. They grew up in an era in which the ANC and the pro-Soviet Communist Party (CP) had been smeared and their views were shaped by the overseas student rebellions of the 1960s and humanistic New Left thinkers like Herbert Marcuse.

They would look to Solidarity for inspiration, not the Soviet Union, says one academic close to them. The classic expositor of their views was the late Ken Turner's 'The Eye of the Needle', a call for a democratic socialist South Africa based upon worker self-management.

By contrast the leadership of the community and student bodies contains figures from Congress-related movements of the 1950s. Most of these organisations' younger activists have been drawn from the post-1976 generation which matured against a background of riots, strikes, school boycotts and ANC guerrilla attacks.

During this period the prestige of the ANC and CP has risen among blacks, so it's hardly surprising that they look for guidance from figures reared in the older tradition.

The split began to emerge during 1981.

After the large-scale detentions of trade unionists in late 1981 and the death in detention of Dr. Neil Aggett (an FCWU organiser) in early 1982, the FCWU and GWU gave a favourable response to unity moves from Fosatu. Like Fosatu they had established industry-wide shop-floor organisations and they decided to sink their differences to defend their hard-won bases against the onslaught. Fosatu for its part took a more political stance finding a few good words to say for the ANC and pledging to campaign against the new constitutional proposals.

However the unity initiative received a chilly response from other non-racialist unions which were relatively weak in the factories and strong on community issues, such as the SA Allied Worker Union (Saawu). Organising primarily through township mass meetings rather than plant gates they seemed to have more in common with the community and student bodies than with industrial unions like Food and Canning or those of Fosatu. Although Saawu and other unions from this group agreed to sit on a committee set up in April this year to study the new federation, a big question mark hovers over whether they will actually join the new grouping.

It became clear that their scepticism was shared by many of the community and student organisations at two meetings called by the FCWU this year to discuss the unity initiative. The Natal Indian Congress (NIC), sole surviving successor of the Freedom Charter, registered particularly strong opposition. These groups evidently feared that the FCWU and GWU by joining the new federation would be lost to the Charter movement and strengthen the Fosatu camp.

The continuing rift was in evidence at the May 1 Lenasia meeting to inaugurate the Transvaal Indian Congress, a sister body to the NIC defunct for 20 years. Though representatives of student and community bodies were present the only unions to send messages of support were Saawu and two small like-minded unions. The keynote speaker, Advocate Zac Yacoob of the NIC launched an unmistakable attack on "workerists" - a small group of Indian activists sympathetic to Fosatu.

Likewise, at the meeting a few weeks later to establish a United Democratic Front against the government's constitutional plans, community, student, and

PLEASE TURN OVER

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139 145 140A 145A

# New signs of life from BC

CONTINUED

church groups joined Fosatu was conspicuous by its absence and FCWU sent only observers

If, as seems likely the new union federation becomes established the two sides are likely to patch up an accommodation, because they need each other too much to continue cold-shouldering each other. The union grouping will probably try to strike a balance between the pro-Charter and Fosatu approaches while the community groups are too realistic to ignore an organised force of 175 000-plus black workers. The key question however is whether they will achieve real unity, or merely paper over a cleavage which may surface again to disrupt the non-racial movement.

Meanwhile there have been new signs of life from the Black Consciousness (BC) Movement, which seemed to be waning until the release of a number of key leaders from Robben Island last year, and the expiry of banning orders on others. These included Saths Cooper and

Strini Moodiey convicted in the South African Students Organisation (Saso) trial in 1976, Lybon Mabasa, another Saso figure and some of the younger student leaders from the Soweto Students' Representatives Council.

They have been making some inroads among black university students, a major source of activists for non-racial groups.

Cooper started studying this year at Wits where Black Consciousness has been little heard from for three years. He and his colleagues gained enough of a following to call a political seminar at the black student residence in May and confront the non-racialists in shouting matches afterwards. At the Indian University of Durban Westville in April for the first time a BC supporter contested a by-election for the Students Representatives Council until now dominated by NIC people.

The graduates of prison and bans have also revitalised the major BC political movement the Azanian People's Organisation (Mabasa became President and Cooper Vice-President). Azapo has held more commemorative mass meetings and sharply criticised the President's Council proposals announcing plans to set up a "National Forum Committee" in June to formulate a response. However, it has

saved some of its harshest words for the re-constitution of the Transvaal Indian Congress, attacking it as an "ethnic body".

Since the split with the non-racialists in the late 1970s, the remaining adherents of BC have been perceived as less radical on social and economic questions, such as the clauses of the Freedom Charter on nationalising major industries. Recently, they have been trying to blur the differences using some Marxist jargon and class analysis in their political discourse.

The BCM suffers, however, from a sizeable lag on the non-racialists in grass-roots community and worker organisations. To remedy this they have launched the Black Allied Mining and Construction Workers Union, now 7 500-strong under Azapo Labour Secretary Letsatsi Mosala. What remains to be seen is whether the BC forces can break away from their elitist reputation and form a broad front of popular organisations.

The ins and outs of black politics may seem arcane to outsiders, but they will have a very real impact on South African society now and in the future. In the short run they will shape the conflicts developing in factories, townships, and schools while they may eventually help determine who will rule South Africa.

## Shaking on it

A JOHANNESBURG journalist reports an unexpected experience

He had occasion to speak to Bishop Tutu. The only time available was at a lunchtime adjournment of the Eloff Commission hearings. The journalist duly made his way to the capital and accosted Tutu on his way out of the hearing. Tutu walked him to a nearby church where it was apparently his habit while in Pretoria to pass the lunch-hour in solitary prayer.

Returning the journalist was surprised by a middle-aged black man rushing towards him. For a moment he thought a mugging attempt was afoot. But the man stopped and said "Please may I shake your hand".

Holding out his hand, the journalist enquired why.

"Because you were walking with Bishop Tutu. I want to shake the hand of a man who is a friend of the Bishop."

"Fine, but why don't you shake his own hand?"

The man averted his eyes looking bashful. "I cannot do that," he said, "I am not worthy. But I will be pleased if I can shake the hand of the man who is his friend."

THE SIMPLE matter of shaking hands is not always in South Africa, as simple as meets the eye.

A businessman tells the story of how some time ago he was to pick up a black

not qualify for a home of his own and rented premises (unknown to the householder) from the live-in chauffeur of a wealthy industrialist.

The businessman arrived and, feeling slightly awkward made his way to the servants quarters. There he found Siphon sharing a dingy room with the chauffeur, who was introduced as "Edmund".

Thinking nothing of it, he did what he normally did on being introduced to anyone which was to shake hands. He and Siphon then went about their business.

Soon afterwards Siphon moved to other pastures. Some three years later, the businessman bumped into him by chance.

After greetings were exchanged Siphon reminded him of that day. "Edmund is always asking after you," he said, "he's always wanting to know if I've seen you, and wanting me to send his regards."

"What?" said the businessman. "Why, I've hardly met him."

"Yes. But you have a special place in his mind. You're the only white man who has ever shaken his hand."

THEN AGAIN, there are some people whose hands you never get to shake at all.

Like the hand of one Lucas Mangope, as a recent visitor discovered.

The visitor had arranged an appointment several weeks in advance. This was confirmed in writing and then close to the Great Day again reconfirmed by telephone.

himself out of his Johannesburg bed somewhat earlier than is good for mental health and set off on the three hour drive to Mafikeng. Arriving in good time he was primed at length by aides and assistants and introduced to the anteroom of the imposing presidential suite, whence a grim portrait of Stone Face, as Mangope is known to numerous acquaintances glowers forth at the assembled petitioners.

Some 90 minutes later, he was finally advised to embark on the next three hours of driving as His Excellency the President would not see him.

Why not? No reason. Evidently "The President", living up not only to the worst image of tinpot dictatorships but also to the despotic nature suggested by his glacial demeanour, had simply decided he had other things to do. These included lunching at the Mma-batho Sun.

The visitor recorded his opinion that this summary decision represented an extremely low level of civility on the President's part. An outraged official, whose colleagues had spent the best part of the morning bragging about Bophuthatswana's terrific record on civil rights, promptly threatened to call the cops.

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# Unions in SA warned not to abuse power

Star 2/8/83



Sir Michael  
Edwardes

By Stan Kennedy

British Leyland's ex-chairman and chief executive, Sir Michael Edwardes, yesterday warned SA union leaders and shop stewards to use their power responsibly or they could severely damage the economy.

They could slow down or even reverse the benefits of a prospering economy by pricing their members out of jobs, making industry less competitive and frightening people in authority to slow down the evolutionary process.

Opening the Kempton Park headquarters of Sapco, a leader in industrial pneumatic tools and hoists, and a major seller and hirer of aggregate screening and construction plant, Sir Michael said: "To bridge the wage gap by paying black workers more without increased productivity is suicide for company and worker. It increases national inflation, which fuels unemployment.

"South Africa is a slow starter in the trade union stakes .. trade union membership here is growing rapidly. This is a growing power which, if used sensibly, can achieve enormous benefits for South Africa's millions of black workers by accelerating the pace of change without destroying the industries generating the wealth," Sir Michael said



# Unionists dismiss study about strikes

Sowetan  
9/8/83  
152 134

ALTHOUGH there has been a decrease in the number of strikes during the past 12 months it was difficult to attribute this to recession and the scarcity of jobs according to leading trade unionists

Mr David Lewis, the general secretary of the General Workers' Union, said it was just a rough impression to attribute the decline in the number of strikes to recession and a scarcity of jobs as there were many factors at play. He said there was no set pattern followed by strikes

## DECREASE

Recently the Industrial Relations Research Unit at Stellenbosch University made the

claim on the decrease in the number of strikes in their monthly publication, Industrial Relations Trends. Their review was based on a sample study of strikes in the past six months

Some of their findings included

- a noticeable decrease in the average number of workers involved per strike,
- a significant decline in the average number of man-hours lost per strike,
- no significant increase or decrease in the average duration of strikes,
- an increase in worker

consciousness and militancy

Trade unionists said in reply that recession and scarcity of jobs have never had an influence on whether workers should go on strike or not. "If workers have a legitimate grievance they will go out on strike regardless of the consequences. If workers were to think of losing their jobs then they would never have gone on strike. In any event jobs have always been scarce for blacks at all times," said Mr Moses Mapena of the Motor Cycle and Allied Workers' Union.

By PHIL MTIMKULU

**'Closed shop  
takes  
knock**

(134)  
~~12/18/83~~  
~~12/18/83~~  
~~12/18/83~~

**Labour Correspondent**

THE "closed shop" in the printing industry — which forces workers to belong to the SA Typographical Union — received yet another blow yesterday

Workers at Nampak's Maritzburg factory voted to quit SATU, a statement by the Paper, Wood, and Allied Workers' Union (PWAU) said yesterday

The union said, however, workers were still compelled to pay union deductions to SATU and warned it might take action on this issue

PWAU said the ballot was held because Nampak applied to the industrial council on June 1 for an exemption allowing workers to join the union of their choice.

But it charged that SATU, which is a member of the council, had delayed this application and the ballot, conducted by the company, had been held to "demonstrate to SATU the wishes of the workers at Nampak"

The ballot follows two similar polls at Transvaal factories in which workers voted to quit SATU and join PWAU

According to PWAU, 67% of the workers at the Nampak plant voted to quit SATU. It is understood almost all of these were black workers and that other races had not decided to leave the union

It said the ballot paper had asked workers whether they wished to resign from SATU "in order to be free to join or not join any other trade union"

PWAU also charged that SATU officials had been invited to attend the ballot and address their members, but had refused

PWAU said workers were "furious" because the company was still deducting SATU dues from their pay



# Railways workers will demand more money

(34) percent

20/8/83

Mercury Correspondent

PRETORIA—The federal council of SATS Staff Associations is to demand immediate financial relief for the 250 000 Railways workers at a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, on August 29

A senior member of the council said yesterday it would be put bluntly to Mr Schoeman that because the Prime Minister, his Cabinet and MPs could vote themselves increases, then he would have no moral grounds on which to reject the council's claim for interim

rises from October

This is the last big group of public sector workers to demand increases

The other groups include Post Office workers, workers in the State and provincial departments, teachers and university personnel

So far three Cabinet ministers — the Minister of National Education, Dr Gerrit Viljoen, the Minister of Posts and Telegraphs, Dr L A P A Munik, and the Minister of Internal Affairs, Mr F W de Klerk — have avoided giving direct responses to demands for rises

However, according to Government sources in Pretoria, the Cabinet is aware of the agitation and growing dissatisfaction among nearly 1 000 000 workers in the public sector. And an announcement one way or the other will have to be made soon

## Referendum

The staff associations have been angered by the 'blatant indifference' to the plight of Government workers

They emphasise that if politicians had refused to accept increases themselves, then a refusal to grant them interim relief would have been more acceptable

However, senior Government workers point out that the coming referendum on the constitutional issue and the Cabinet's fear of a majority 'no' vote could influence the salary issue

They say there are already large numbers of Conservative Party supporters in Government and provincial offices, in the Railways and Post Office, and others whose loyalties to the National Party are questionable

# SATS staff demand pay rises

PRETORIA BUREAU 24/8  
THE federal council of the SA Transport Services Staff Associations will demand immediate financial relief for the 250 000 SATS employees at a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, next week

A senior council member said yesterday the council would argue that politicians had voted themselves increases of more than 20% and that the Minister had no moral grounds to reject its claims for interim increases from October.

Public sector employees in the Post Office, railways, schools and universities have already demanded pay increases

The Minister of National Education Dr Gerrit Viljoen, the Minister of Posts and Telegraphs Dr L A P A Munik, and the Minister of Internal Affairs Mr F W de Klerk, have so far not given a direct response to demands for pay increases

However, according to Government sources in Pretoria, the Cabinet is concerned about the growing agitation and dissatisfaction

among public sector workers and an announcement on increases is certain within the next two weeks

They say the coming referendum on the constitutional proposals could influence the Cabinet's decision

Staff associations have been angered by "blatant indifference" to the plight of Government workers

If politicians had refused to accept increases themselves, a refusal to grant them interim relief would have been more acceptable, they say



FM 20/8/83

in my opinion

132

134

SIR MICHAEL EDWARDES

# Union power and reason



Former chairman and chief executive of British Leyland, Sir Michael Edwardes, has had considerable experience in dealing with tough-minded trade unions. The following is an extract from a speech he delivered recently.

We have seen in the UK, and in numerous other developed countries, how the trade union movement, historically the protector of the weak and the underprivileged, has become one of the most powerful institutions in the whole of society.

The best-laid plans of far-sighted entrepreneurs, the investment of huge sums in the most modern equipment, count for nothing when unions use their power irresponsibly. I refer here to their efforts to entrench over-manning and restrictive practices, and generally de-

lay progress, even if they do not always resort to the nuclear weapon of the industrial age, the all-out strike.

Our experience at British Leyland (BL) was that the average trade unionist is an eminently sensible person, who is ready, willing and able to put in a full day's work in return for a fair wage which guarantees him a gradually increasing standard of living for his family.

(But) all too often, politically inspired militants are prepared to deliberately sacrifice the interests of their fellow trade union members in the hope of making what they think is a contribution to the re-structuring of society in their own image.

To this end, they deliberately encourage strikes — often in defiance of the leaders of their own unions — which cost companies huge sums in lost production and eventually lead to fewer jobs, lower income standards, and reduced expectations for the vast majority of their fellow workers

SA is a slow starter in the trade union stakes, but at a time when union membership in countries like the UK has dropped very substantially — partly because of disillusionment but mostly because of increasing unemployment — trade union membership here is growing rapidly.

This is a growing power that, if used sensibly, could achieve enormous benefits for SA's millions of black workers by accelerating the pace of change without destroying the industries which generate the wealth.

But if union leaders or shopfloor stewards use their power irresponsibly, they could cause incalculable damage to this country's economy. They could slow down — perhaps even reverse — the benefits brought about by a prospering economy by pricing their members out of jobs, making industry less competitive and frightening people in authority into taking steps to slow the evolutionary process. I very much hope that reason will prevail

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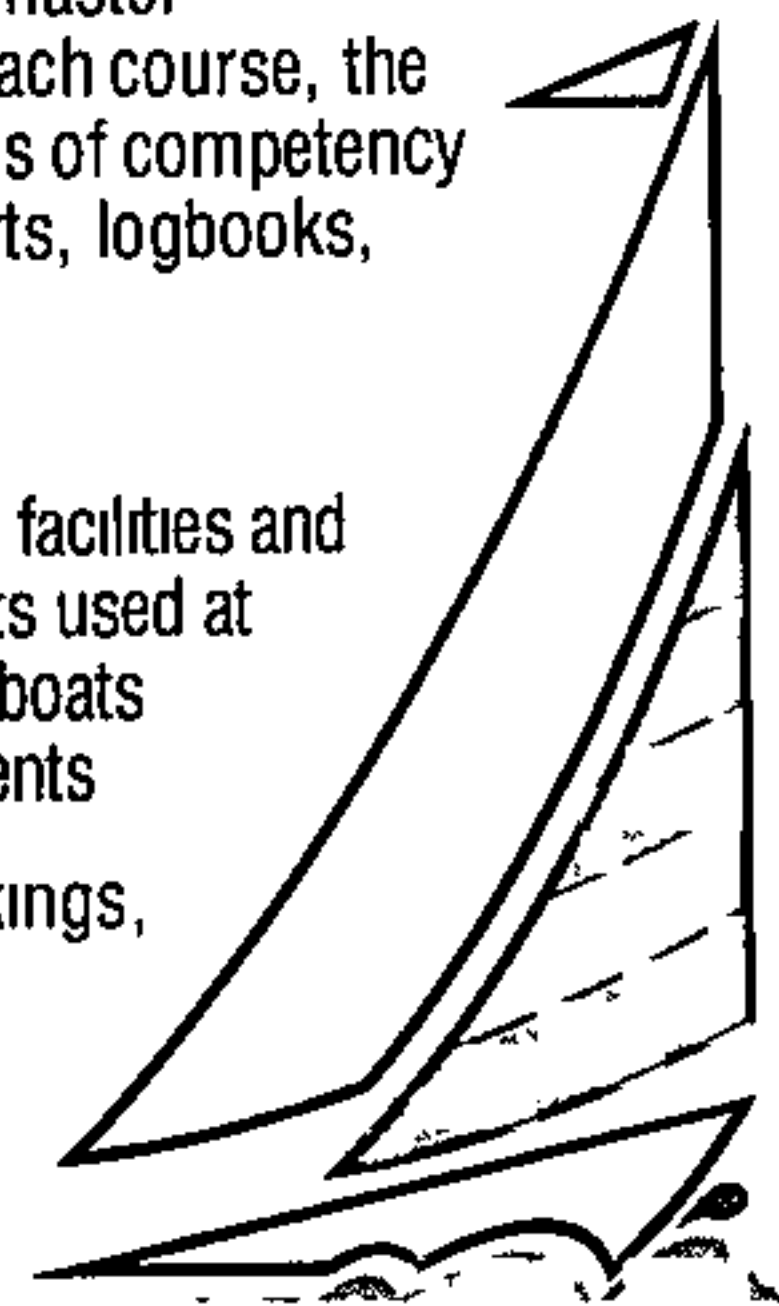
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*Change to the number one cane spirit. Pure, crystal-clear Mainstay.*

AGUS 29/8/83  
 1000  
 on strike  
 each day  
 in 1982

Political Staff  
 AN average of 1 000 workers were on strike every day last year, according to figures released by the National Manpower Commission today

There were 394 strikes and work-stoppages, involving 141 571 strikers which led to a loss of 365 337 man-days in 1982

Blacks made up 86,5 percent of the striking workers, and 43 percent lasted one day or less

Most strikes took place in the manufacturing sector, and most occurred in the PWV area, the Eastern Cape and Durban. All the strikes were illegal in terms of the Labour Relations Act

**REPORT**

The NMC report also discloses that the number of registered trade unions decreased last year but the membership of unions went up

At the end of 1982 there were 71 registered trade unions with black members, while 66 provided for black members in the scope of their registration

The total black membership of trade unions was 394 510 (or 32 percent of the membership as against 25 percent in 1981)

Unemployment figures are also dealt with in the report, with registered unemployment among whites up from 5 600 in December 1981 to 10 200 in November 1982

South Africa, Office of the Prime Minister, Science Planning Branch  
 National register of research projects Natural and human sciences, 1979/80. Pretoria, South Africa, 1981

Blumen, I, Kogan, M and McCarthy, P J.  
 The industrial mobility of labour as a probability process. Ithaca, Cornell University, 1955.

Parnes, H.S.  
 Research findings in the United States. New York, Social Science Research Council, 1954.

**UNEMPLOYMENT**

Unemployment among blacks rose from 8 percent (409 000) in January 1982 to 9,2 percent (471 000) in November 1982. Among coloured people it rose from an official 4,6 percent (43 000) to 4,4 (62 000)

In a statement by the Minister of Manpower, Mr Fanie Botha, released with the report, he says there is sometimes criticism of the official unemployment figures and that some people have said there are two to three million unemployed rather than the official figure of 550 000

"However, the number of unemployed as measured by generally accepted international standards is in fact more or less this last mentioned total"

Marshall, F.R., King, A.G.  
 Labour economics. W. trade unionism. Harrowood

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# More will be jobless, says Govt report

Mail Correspondent

CAPE TOWN — The National Manpower Commission (NMC) has reported "a marked deterioration" in unemployment among all races in South Africa last year

The situation was expected to get worse this year, the commission warns

Commenting on the findings of the NMC in its 1982 annual report, tabled in Parliament at the weekend, the Minister of Manpower, Mr Fanie Botha, said the unemployment situation was cause for concern

The NMC also reported a total of 394 strikes and work stoppages involving 141 571 workers, mainly in the manufacturing sector

Although the loss of 365 337 "man-days" was the highest figure for the past decade, the extent of this, as measured by the 2,6 lost days per striking worker, should not give rise to excessive concern, it said

Last year also saw a 16% increase in the membership of registered trade unions — mostly black

Registered unemployment among whites increased from about 5 600 in December 1981 to about 10 200 in November last year. Unemployment among blacks rose to 471 000 in November last year (9,2%), and in the case of coloureds to 62 000 (6,4%). The Asian figure is about 5 300 for the same period

The unemployment problems could be combated only in the long-term by structural adjustments in the South African economy

Interesting developments in the labour re-

lations field were merely a continuation and consolidation of adjustments carried out in previous years, the NMC said

It reported good progress with its investigation into aspects of this "dynamic" field such as the role and functions of the Industrial Court and the registration of trade unions and employer organisations

At the end of last year, the paid-up membership of unregistered trade unions was estimated at more than 100 000

The membership of registered trade unions increased from 1 054 405 in 1981 to 1 226 454 last year

This represented about 14% of the total work force in 1982 and roughly 22% if workers in agriculture, forestry, fisheries, Central Government, as well as domestic and unspecified workers, were excluded from the work force

The NMC said the increase in the number of strikes should be seen as a long-term trend which flowed from economic development in general as well as from the development of black people and their increasing awareness of their bargaining position

Most of the strikes — all illegal in terms of the Labour Regulations Act — took place in the Reef area, the Eastern Cape and Durban

During 1982 significant progress was made in the field of training. The number of private training centres registered with the Department of Manpower increased by 171 to 389, while the number of registered training schemes increased by 199 to 889

134  
31/8/83  
ROM

RAND DAILY MAIL, Wednesday, August 31, 1983

# 10% pay rises in the pipeline for railmen

Pretoria Bureau

SOUTH AFRICAN Transport Services' 250 000 workers are to get 10% pay increases from October 1, subject to Cabinet agreement, the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, said yesterday

And if the railways workers get an interim increase, so will the other 750 000 workers in the public sector

At a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, at Jan Smuts Airport earlier this week, the council's advisory committee was offered 10% from October or 12,5% from January

The advisory committee opted for the October rise — "who can tell what will happen between now and January", Mr Zurich said

The Minister told the committee he would lay the issue before yesterday's Cabinet meeting. However, after the meeting Mr Schoeman refused to comment

Mr Schoeman also agreed to an immediate start with negotiations to eliminate the pay backlog which has built up over the past two years

Mr Zurich said the advisory committee would meet the general manager of SATS on Monday to discuss future pay adjustments, and on the issue of eliminating all pay discrimination from SATS

The federal council supports a system of total wage parity in the transport services, Mr Zurich said

Meanwhile Government sources in Pretoria said if, in fact, the Cabinet approved Mr Schoeman's request for increases, then whatever the railwaymen

got would be given to the rest of the public sector

This will include workers in the State and provincial departments, the Post Office and police and prisons, and SADF personnel

It would also apply to teachers and university teaching staff, and the cost to the taxpayer would be about R800-million

It has been speculated for some time that the Government could hardly resist the temptation to soften up the 400 000 white voters working in the public sector with a pay rise announcement before the November 2 referendum

Professor Willem Kleynhans, of the department of political science at the University of SA, said "The Nationalist Party will leave no stone unturned to win this one — including the granting of interim rises to its workers"



# Unions give Ilo boss hope

By PHIL MTEMKULU  
**THE emergence of a genuine trade union movement in South Africa suggests that a trend is in motion in South Africa which could doom the policies of apartheid, the director-general of the International Labour Organisation (Ilo) said in the organisation's bulletin published recently.**

The article was based on his replies to discussions in the plenary meetings of the Ilo conference in June. He said a difficult task facing Ilo was that of helping the people of South Africa in their struggle against oppression "especially the victims of the apartheid regime in South Africa which continues to violate workers' rights to freedom of association and collective bargaining."

Mr Blanchard said there was no doubt in his mind that in the years to come the protection of human and trade union rights must remain a key feature of the organisation's mission.

And warning the assembly that the promotion of freedom of association faces grave and serious obstacles, he cited the increasing number of complaints

submitted to the Ilo concerning cases of dissolution trade unions, exile or imprisonment of trade unionists as an indication of a deterioration of freedom of association throughout the world.

The director-general said he had decided to devote his report to next year's conference to the subject of international labour standards.

## URGE

**THE American Newspaper Guild (ANG) has urged all its local guilds to publicize among their members the efforts of the Frontlash Foundation to raise funds for the South African Project to assist black unions.**

Part of the foundation's effort is selling "Fight Apartheid" T-shirts and buttons. The South African Project is a joint activity of Frontlash Foundation and the A Philip Randolph Institute.

Proceeds from the button and shirt sales are going to the South African Fund administered by the AFI-CIL's African-American Labour Centre.

By Amrit Mehta  
13K

# Union curbs could cost thousands of jobs

**TOUGH** measures by industrial councils and trade unions could force hundreds of infant manufacturers out of the market, destroying thousands of job opportunities.

Fears have been raised at a time when a number of infant manufacturers face legal action from industrial councils for failure to implement minimum labour standards set out for particular industries.

Ben Vosloo, managing director of the Small Business Development Corporation (SBDC), points out that a large percentage of the labour-intensive infant enterprises originate in backyards and backrooms under technically illegal

circumstances. S. 11/22

"If semi-formal industrialists are not protected from the sudden shock of market-level expenses in terms of salaries and wages they will have to retreat into the backyards."

"Most such manufacturing concerns can be expected to remain in an elementary development phase for a period of approximately four to five years after moving out of backyards into SBDC industrial parks," says Dr Vosloo.

He explained that during the five-year development period the impact of competition is experienced for the first time, and that the realities of the formal sector can be only gradually absorbed.

18/19/83

The SBDC encourages development of the semi-formal sector through its multi-loan schemes and its newly launched comprehensive assistance programme.

This programme includes loans of up to R30 000 at two-thirds the normal SBDC base interest rate of 14.5%.

Most infant businesses will not survive if not protected from competitive market forces.

Institutions such as industrial councils which function in terms of the new labour dispensation require that minimum wage levels and work conditions be adhered to.

"Industrial-council requirements put an unbear-

able strain on infant and semi-formal industrialists, who often neglect minimum standards, which leads to their prosecution," says Dr Vosloo.

Economists warn that minimum wage standards often result in higher-than-market-related rates being paid to workers forcing em-

ployers to reduce employment.

Minimum wages standards artificially inflate wages and add to the strain on the infant manufacturer to meet high labour costs.

Most industrial councils, however, indicate that the informal and semi-formal sectors have thus far been

ignored in the implementation of agreed labour standards.

Trade unions have expressed concern, saying that wage protection for the infant industrialists is tantamount to subsidising development of the small-business sector through low wages.



## LABOUR RELATIONS

**Multinationals under scrutiny**

Some multinationals operating in SA may in future have to contend with the growing expertise and influence of international labour movements. This certainly seems to be one implication of a statement issued by the giant International Metalworkers Federation in Geneva.

The federation — which is the largest industry-bound union federation in the world — recently completed a special computer

project which focused close attention on the worldwide operations of the Swedish ball-bearing multinational SKF. The federation's assistant general secretary, Karl Casserini, made it clear in an interview with the FM that the SKF project is regarded as a pilot scheme, which could be applied to other multinationals.

Information gathered about SKF has been fed into a computer, and the feder-

ation says this will permit the 'monitoring of the company's production, marketing, employment, wage and industrial relations policies around the world'.

Unionists from Europe, the US, South America, Asia and SA examined the project at a gathering in Italy earlier this month. They discussed common strategies to be used in their dealings with the company. Among the issues they dealt with were

- 16/1/77
- How to support union organisation drives in SKF factories
  - Increased attention to the needs of white-collar workers and
  - Pressure for the harmonisation of wages and working conditions inside the SKF empire

Casserini says the project has enabled the federation to devise a "basic schematic approach" to analysing information about a multinational's operations throughout the world. This in turn can promote coordinated union action.

**Why SKF?**

It appears there are good reasons for SKF being the first company to receive such attention. Not only is there a strong union presence in its factories in many parts of the world but the company has also been willing to disclose a great deal of information to unions. In addition, unions are worried about SKF's plans for production rationalisation in western Europe, which pose a threat to hundreds of jobs.

One high-level source within SKF in SA tells the FM that the company is not dismayed by such close scrutiny. He says the company has had a "positive experience" with unions throughout the world in the past and believes that a spirit of partnership can be created by frank disclosure.

Casserini says he is optimistic that the project can be applied to other multinationals and that it will be possible to gather information about their operations. But there are obviously some companies which will be hesitant about making such disclosure.

These developments take place at a time when the local committee of the federation in SA is being given a new lease of life. The federation, which represents about 14m workers, has taken great interest in labour matters in SA in the past — particularly in the motor industry. Unionists from such diverse groupings as the Federation of SA Trade Unions (Fosatu), the Trade Union Council of SA (Tucsa) and the Council of Unions of SA (Cusa) are represented on the local committee. They are also beginning to formulate common strategies on issues affecting them.

152 21 1944 (1) 170A 1155  
Tools downed over  
(34) 23/10 183  
seven fired workers

Mail Reporter

OVER 250 workers at a Nampak factory in Industria, Johannesburg, downed tools yesterday

They demand the reinstatement of seven dismissed workers and the end of a closed shop agreement forcing them to belong to a union affiliated to the Trade Union Council of South Africa

According to a spokesman for the Paper, Wood and Allied Workers Union, affiliated to the Federation of South African Trade Unions,

the workers believe the seven were unfairly dismissed

The spokesman said the workers had also protested against the closed shop that forces them to belong to the SA Typographical Union.

Late yesterday afternoon, the strike was still on and management and a worker's committee were locked in negotiation. Fosatu union representatives attended as observers, according to the spokesman. Negotiations are to continue tomorrow morning



# League slams union bannings

Cape Herald 24/9/83 (134)

THE Cape Action League, an alliance of organisations opposed to the new constitution and the Koornhof Bills, has condemned the banning of the South African Allied Workers' Union (Saawu) in the Ciskei and the banning of the leadership of the Motor Assembly and Component Workers' Union of South Africa (Macwusa).

The Cape Action League said in a statement: "The banning of Saawu follows attempts by the only executive member not in detention, Mr Thozamile Qweta, to negotiate an end to the

protracted boycott of buses in Mdantsane. Saawu is held directly responsible for the boycott and presumably for the enormous losses in profit suffered by the bus company, of which the Ciskeian government is a 50 percent shareholder.

"The two-year banning of the Macwusa leadership follows their inhuman detention without trial for 271 days.

INTENSIFIED  
"The CAL sees these measures as intensified efforts to crush legitimate attempts by the independent labour movement

ment to fight for the right of the oppressed to live and work in areas of their own choice, and to band together in trade unions through which they can struggle for higher wages and better working conditions.

"In the midst of the 'reform' atmosphere, arithmetic curfews, beatings, extortions, bannings and arrests are timely signs to the oppressed of Botha's real content of Botha's 'new deal'. No deal which intensifies our poverty, squalor and political oppression can be a new one.

"CAL therefore de-

mands an end to State harassment of trade unions; the right of the oppressed to live and work where they choose; the right of the exploited to associate with unions of their own choice, and an end to exploitation and oppression.

## DETENTIONS

The United Democratic Front is to join forces with key worker organisations to protest against the Saawu banning and the accompanying detentions.

UDF representatives held planning meetings last week with two major union federations — the

Council of South Africa (Cusa) and the Federation of South African Trade Unions (Fosatu) — as well as with individual unions, including Saawu, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Orange Vaal General Workers' Union, it was reported at a UDF Transvaal council meeting at the weekend.

A small committee, comprising union, UDF and Detainees' Support Committee (Descom) representatives, had been set up to liaise with

to the Ciskei.

Details of the joint campaign against the Saawu clamp and "heavy hand of Lennox Sebe" would be announced later this week. Organisers said the campaign formed part of the UDF's anti-bantustan stand.

Saawu is an affiliate of the UDF, as are Cusa and several individual unions involved in the anti-Ciskei campaign. While Fosatu has not joined the UDF, the Saawu issue is an indication that co-operation between the two bodies is on the cards.

# 300 strikers will return to work

134 ROM 24/9/83  
Labour Correspondent

A STRIKE by more than 300 members of FOSATU's Paper, Wood and Allied Workers Union at the Industria plant of Printpak (Transvaal) was settled yesterday after talks between workers and the Nampak group, which owns the plant.

The workers downed tools on Thursday to protest against the firing of seven workers and the fact that TUCSA's SA Typographical Union has a closed shop agreement covering the plant which forces all workers to join it.

One of the terms of the settlement is that the company will open recognition talks with PWAU, which is likely to lead to another blow to SATU's closed shop in the printing and paper industry.

A Nampak statement yesterday said the agreement meant workers would return to work "at normal time" on Monday.

According to Nampak, "one of the employees dismissed had refused to take a job in another department".

It said he had now been

reinstated after agreeing to take this job. "All written warnings in terms of the company's procedures with regard to this employee have been removed from the records," the company said.

It added that an inquiry would be conducted towards the end of next week to determine the fate of the other six workers who were fired.

Printpak had also agreed to open talks with PWAU "with a view to concluding a recognition agreement".

A PWAU spokesman said yesterday the company's decision to open recognition talks with the union meant "they have now acknowledged we are the majority union at the plant".

He said the "underlying cause" of the dispute had been SATU's closed shop at the plant, which had led workers to allege that Printpak was favouring SATU against PWAU.

The agreement did not mean that SATU's closed shop at the plant had ended, but attempts would be made through other channels to end it at Printpak, he added.



CAPE TIMES 26/9/83  
134

## Possible Tucsa split looming

From PHILLIP VAN NIEKERK

PORT ELIZABETH — A potential split is looming in the ranks of South Africa's largest trade union body, the Trade Union Council of South Africa (Tucsa), whose annual congress opens here today

Some observers have described it as a "make or break" conference for the organization, but Mr Arthur Grobbelaar, Tucsa's general secretary, last night brushed these suggestions aside

Speaking at the plush seaside hotel where the conference is to be held, Mr Grobbelaar said "There have always been splits in Tucsa. And there have always been differences of opinion, because of the very diverse nature of Tucsa"

However, Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, the country's largest trade union, said last night that there was an urgent

need for Tucsa to change direction

The Boilermakers' Society has a motion on the agenda calling for a special congress early next year to discuss the organization's future

Mr Van der Watt believes Tucsa has failed to unite the trade union movement

He warned that if the call for a special congress were defeated, the Boilermakers' Society would "seriously reconsider" its position within Tucsa

Much of the tension within Tucsa has been generated by right-left ideological differences, which came to a head at last year's conference, when a motion condemning detention without trial was defeated in favour of a watered-down version demanding safeguards for detainees

The ideological rift is likely to come to the fore again in debates over the new constitution and influx control

CAPE TIMES 27/9/83

# Boilermakers 134 accuse Tucsa

From PHILLIP VAN NIEKERK

PORT ELIZABETH. — The Trade Union Council of South Africa (Tucsa) was accused by an affiliate union at their annual congress here yesterday of gearing up for an inter-union war.

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, said an attempt by Tucsa to beef up its finances and services appeared to be motivated by the attitude that Tucsa had to "destroy other unions" to survive.

He was speaking during a heated debate on a document drawn up by the organization's national executive committee, proposing doubling members' affiliation fees to finance extra educational, legal, economic and public relations services.

The document, which was leaked to the press last week, makes concessions to critics.

"Tucsa and its affiliates have two options," the report notes. "To expand and grow in influence and strength — or to muddle along as at present, stagnate and die."

The debate saw a sharp division emerge between the boilermakers' and the rest of the congress.

Mr Arthur Grobelaar, Tucsa's general secretary, accused the boilermakers of breaking trust with the council by commenting on the document in their union newsletter, the Crucible.

## Mr Grobelaar 'deeply disappointed'

Mr Grobelaar expressed "deep disappointment" that the "private and confidential" document had been leaked to the press.

A number of delegates rose to defend Tucsa's record, attacking other unions for trying to "destroy" Tucsa, and the media for negative reporting.

However, Mr Athol Margolis, organizing secretary of the National Union of Clothing Workers, said money could not improve Tucsa's bad press image while the council "squirmed away" from issues like squatter demolitions and deaths in detention, and failed to oppose the Ciskei banning of the SA Allied Workers' Union (Saawu).

Mr Van der Watt rejected the allegation that he had broken trust with Tucsa.

The proposal was passed by 140 votes to 14, with three abstentions.



**TUCSA CONFERENCE**

28/9/83  
 Agree  
 12  
 134

# Tucsa wants ban on unregistered trade unions

From PIPPA GREEN  
 Labour Reporter  
 PORT ELIZABETH — Further rifts have developed in the Trade Union Council of South Africa (Tucsa) with a call for a ban on unregistered trade unions at its annual conference here

The motion, described by one delegate as a sign of "weakness and panic", is likely to be interpreted as extremely hostile to the independent unions, many of which are unregistered

The motion was carried yesterday by 125 votes to 27

It calls on the Government to introduce legislation to make it an offence for unregistered trade unions to operate and for employers to recognise unregistered unions

Proposing the motion, Mr R Botha, general secretary of the Mine Surface Officials' Association,

said the unregistered union movement did not have the industrial goals of members at heart, but had become political in motivation

"I want to warn those who collaborate with unregistered and unregistrable unions that they are nursing an infant Frankenstein

Mr Botha said legislation was in the pipeline "that will eliminate registration as we know it"

Unregistered and "unregistrable" unions had not only increased in number, but had become more active, he said

It was an open secret that membership of unregistered unions was not restricted to paid-up members, he added In a veiled reference to the Cusa-affiliated National Union of Mineworkers, Mr Botha said his union was the only one fighting for workers' rights

**OPPOSED**

"We are acting in the interests of thousands of workers in the mining industry, who belong to another union whose lack of expertise and experience prevents it from representing its actual or potential membership," he said

The motion was strongly opposed by Mr Ike van der Watt of the SA Boilermakers' Society, who said it was "unbelievable" to ask that all developments which

had taken place since 1979 be abolished

"If such legislation were to be introduced it would create chaos if unions which had been operating for years were now made illegal," Mr van der Watt said

A number of union officials who supported the resolution said unregistered unions were undermining their positions by "not abiding by the rules"

**ELECTED**

● Mr Des East of the Motor Industries Combined Workers' Union was elected first vice-president, Mr Robbie Botha of the Mine Surface Officials' Association second vice-president and Mr L Petersen of the Western Province Garment Workers' Union third vice-president

● Increased law enforcement on South Africa's roads was not the answer to better road safety, Minister of Transport Mr Hendrik Schoeman said when he addressed delegates at the Tucsa conference

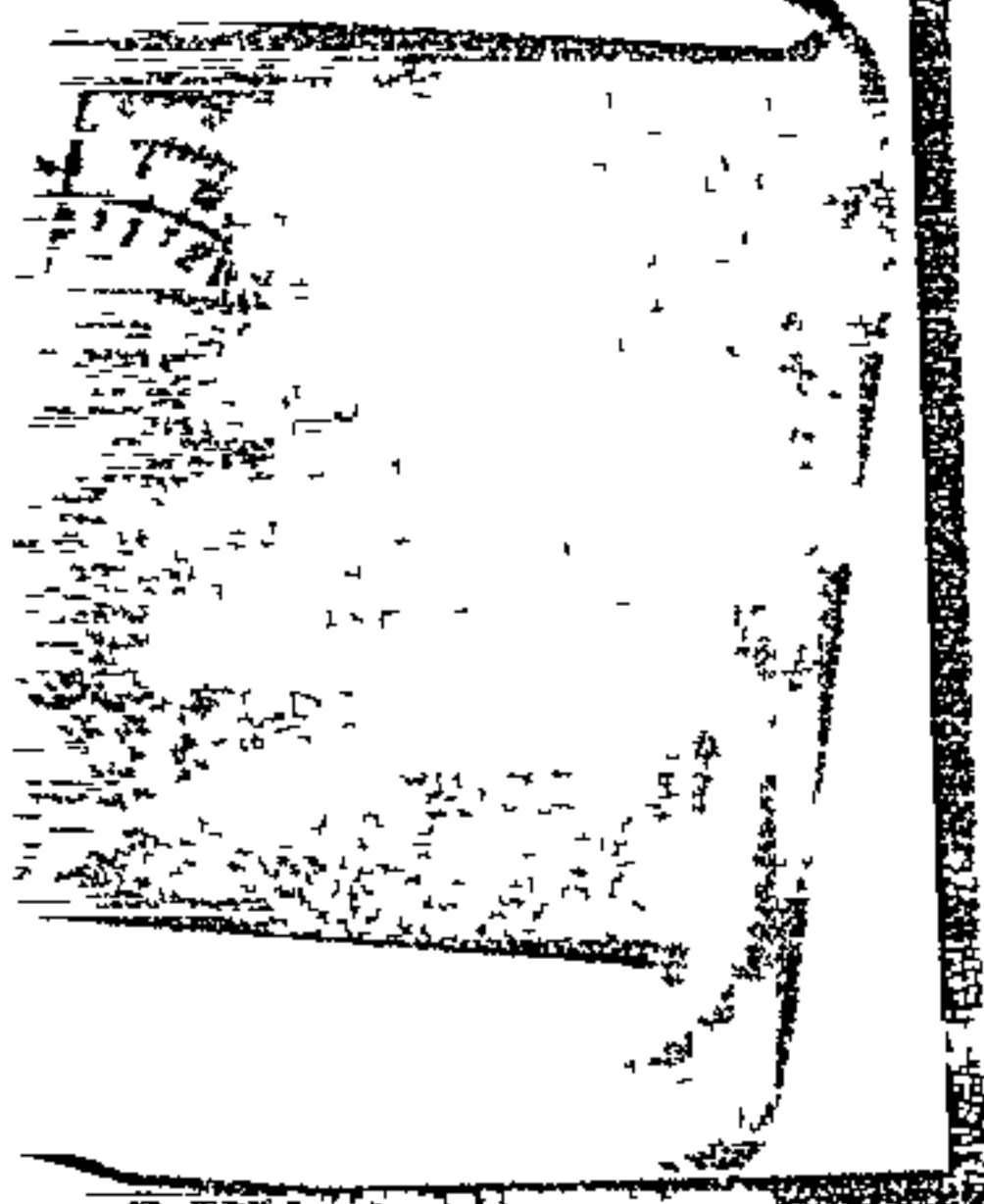
"Unless the attitude and behaviour of each road-user in South Africa changes dramatically, the National Road Safety Council predicts an annual R4 000-million revenue loss, plus 1 190 000 accidents and 56 600 casualties and serious injuries every year by the end of the decade," he said

*Heartlicks*

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# Tucsa policies under fire from affiliate

From PIPPA GREEN  
Labour Reporter

PORT ELIZABETH  
— The controversial four-day annual conference of the Trade Union Council of South Africa has come to an end with one of the council's largest affiliates threatening to "seriously review" its continued association.

General secretary of the 56 000-strong SA Boilermakers' Society, Mr Ike van der Watt, made the announcement to reporters after a motion, appealing to Tucsa to have a special meeting to examine its current position, had been resoundingly defeated by 77 votes to 24.

Emotions ran high during the debate on the motion which noted that "pressures, internal and external, threaten the unity, effective operation and relevance of the

council and limits both its actual and potential representativeness of all workers in South Africa"

Introducing the motion, Mr van der Watt appealed to delegates to come together early next year "with clear and open minds to see if the policies followed and strategies adopted are still relevant for the here and now".

"I know I am not understood very well, but listening to some of the debates here, one would think we have more eloquent speakers in our midst than good listeners

"All I want to make clear is that the boilermakers' society is not very happy with their position in Tucsa at the moment," Mr van der Watt said

## Support

Making a strong plea for unity in the trade union movement, Mr van der Watt said he did not think it was possible for Tucsa to get together with the major independent trade union federations because "the gap between these organisations is too wide."

Mr Freddie Swartz of the Leather Workers' Union caused a stir in his own union when he came out in strong support of Mr van der Watt

The general secretary of the union, Mr L C M Scheepers, later denied that Mr Swartz was speaking on behalf of the union

He urged Tucsa to adapt to changes taking place outside the body Tucsa had lost its direction and its leaders had no grassroots support or involvement, he said

"We should get involved in the day to day problems of our workers. We can't just stand here

and deliver smart speeches"

Referring to the emerging unions, which have been attacked by delegates in the course of the conference, Mr Swartz said delegates should ask themselves why these unions were not affiliated to Tucsa, rather than condemning them

Mr Robbie Botha of the Mine Surface Officials' Association, who is also a second vice-president of Tucsa, said he took strong exception to remarks by Mr Swartz about office-bearers

"I have come to this conference well prepared to make smart speeches and on the basis of the strength of that I am elected," he said

Mr L Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" for what it had done and not criticism

Mr Norman Daniels of the Textile Workers' Industrial Union also came out in strong opposition to the boilermakers' society

"Who is leading this campaign against Tucsa and for what purpose?" he asked

In reply, Mr van der Watt said he was not asking for a debate on Tucsa's weaknesses at the annual conference, but for a special conference to be held without media or employer representatives present, to discuss the problems in an open forum.

After defeating what many observers regarded as the most important motion on the agenda, delegates agreed that the secretariat should send affiliates questionnaires asking them what they thought of Tucsa's policies



# Ban on union under fire

## Labour Correspondent

THE South African council of the International Metalworkers' Federation South African council — whose member unions include unions affiliated to Fosatu, Cusa and Tucsa — has slammed the banning of the SA Allied Workers Union by Ciskei authorities

The IMF council is one of the few bodies to bring together workers from all these groups and the statement also means that some unions affiliated to Tucsa have condemned the ban for the first time

It is composed of local unions who belong to the powerful Geneva-based IMF, which represents metal unions throughout the West

In a statement yesterday, the IMF council, which says it represents 145 000 workers, condemned the banning "with contempt"

"It is not surprising that the 'Ciskei Government' should look for a scapegoat to cover their own inadequacy in overcoming the problems of the bus boycott," the statement said

But it added that "there can be no excuse for these actions by the so-called Ciskei Government"

The IMF council said it was clear that "the problems being experienced in Ciskei in respect of the bus boycott are a result of government intransigence in dealing with workers"

By attempting "to put the blame on SAAWU" the Ciskei authorities "have indicated clearly their lack of support among the workers of Mdan-tsane"

The IMF council saw the ban as "an attack on all oppressed, exploited workers in South Africa"

Unions which belong to the council include Fosatu's National Automobile and Allied Workers' Union and Metal and Allied Workers Union and Cusa's Steel, Engineering and Allied Workers Union

Tucsa unions include the SA Boilermakers Society, Radio Television and the Electronic and Allied Workers Union and Engineering Industrial Workers Union

~~10/10/83~~  
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~~10/10/83~~

# Tucsa is 'fighting for its life'

AR&US 3/10/83

## Inter-union tensions come to head at PE congress

By PIPPA GREEN, Labour Reporter

THE 29th annual conference of the Trade Union Council of South Africa has ended on a low note, amid strong predictions that it is in the throes of a low death.

Held at the plush hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers' Society, threatening to consider withdrawing.

The Boilermakers' Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa's existence as coming not from employers, but from the independent trade union movement.

### Strong feature

And, indeed, the frequent attacks on the mainly black independent unions were a strong feature of the conference. Delegate after delegate accused the "emerging unions" of causing chaos by organising members in factories where Tucsa affiliates had been operating for years.

Mr Robbie Botha of the Mines Surface Officials' Association went so far as to describe unregistered unions as an "infant Frankenstein".

A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

### Bad Press image

It is well known in labour circles that many workers have been won over from Tucsa unions by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with

"representative" unions, rather than those which for years have relied on closed shop agreements to keep their members.

Delegates also voted for an increase in affiliation fees to the council, to enable it to provide "more dynamic" services for members and so improve its "consistently bad Press image".

However, the 56 000-strong Boilermakers' Society said Tucsa's bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers' secretary Mr Ike van der Watt said he had dealt with several unions outside Tucsa and had found "unionists just as good if not better than in the Council".

"What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions".

Meanwhile, the Boilermakers Society has returned to its members to "seriously review" its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

### "Part of a campaign"

Several delegates responded angrily to the motion, some saying it was part of a "campaign being waged against Tucsa".

One delegate, Mr Freddie Swartz, who broke ranks with his own Leather Workers' Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its "glorious past".

Mr Louis Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" and not criticism.

"Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges," he said.

### Principles sacrificed

However, critics of the body claim that in its early years Tucsa "sacrificed every trade union principle" by agreeing to exclude Africans from its unions when it was originally formed.

Tucsa's bar on African unions was lifted in 1962, but imposed again in 1969 after pressure from the Government and white unions. In 1974 Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body's move to the right.

The Boilermakers' Society, with its increasing black membership, is now being pushed farther and farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation

into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr Johan Maree said much of Tucsa's 470 000 membership had been "built on the uncertain foundation of closed shop agreements and employer goodwill".

"If those elements were pulled from under their feet much of their membership would collapse."

Mr Maree said many Tucsa affiliates were out of touch with their members.

"Research on some unions has shown that they do not have any representative structures on the factory floor," he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers' only contact with their unions is through a monthly magazine and subscription deductions from their wages.

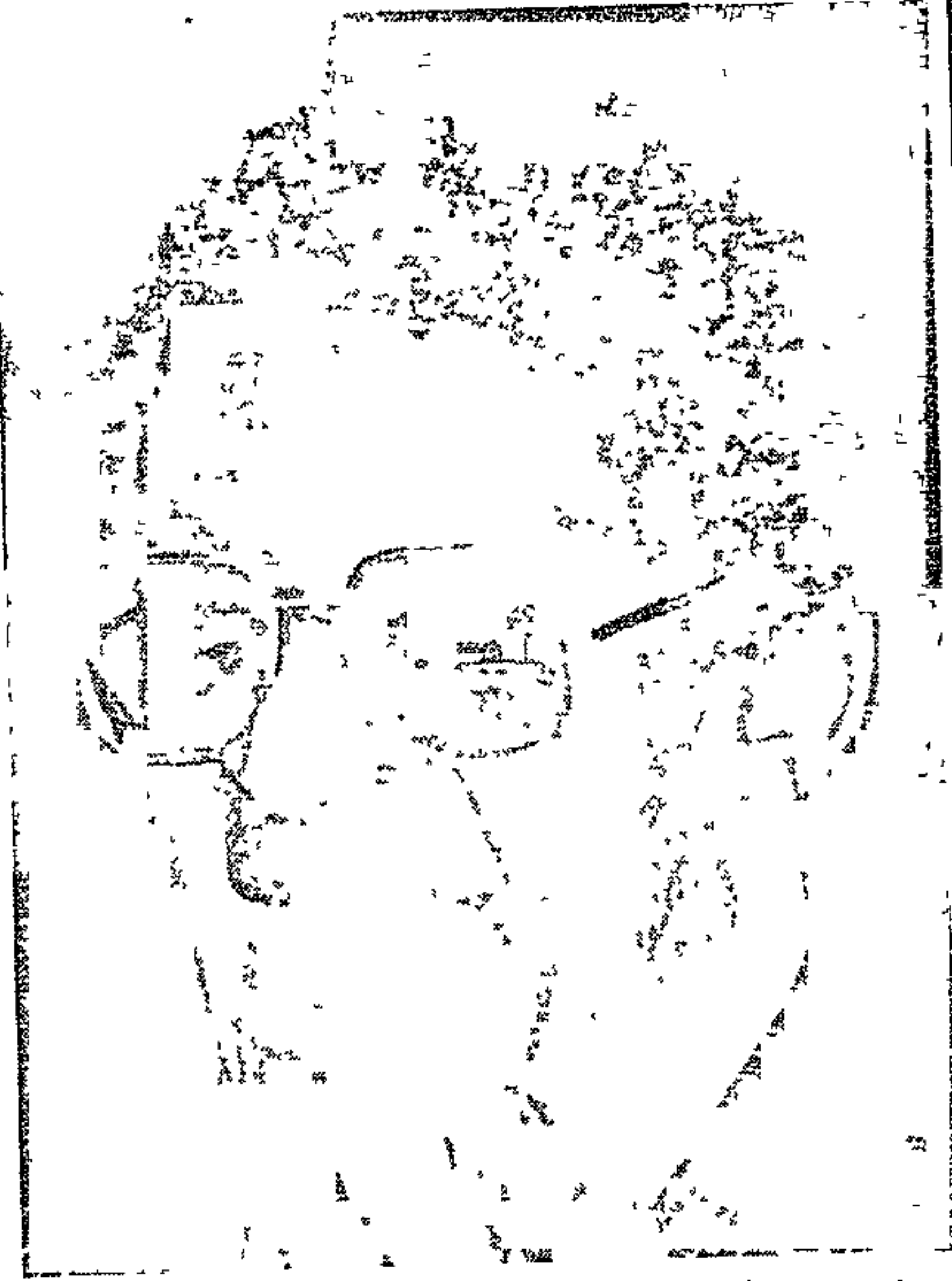


# In the

but "This was another cause of ill-feeling," Bishop Tutu said

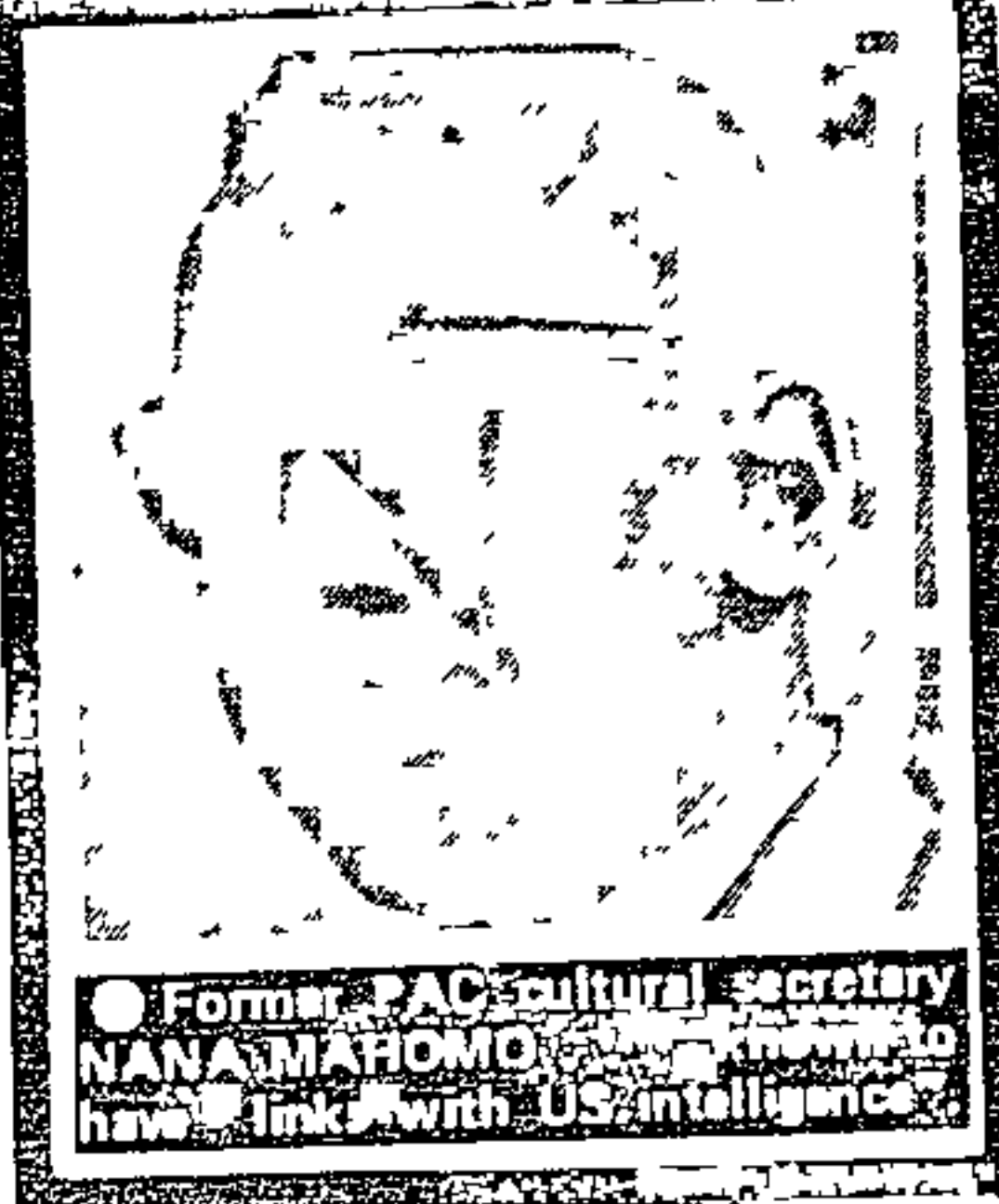
Job Schoeman, PRO for the Department of Education and Training said black universities were autonomous and chose their own governing bodies in consultation with the State President. He said the best qualified people were usually appointed to serve in the Senate.

He added "It is not a political matter, this is purely academic"



● BISHOP TUTU blacks should control universities

# US spy bid to wreck unions



● Former PAC cultural secretary NANA MAHOMO has links with US intelligence

AMERICAN intelligence agencies are helping the SA Government undermine the South African labour movement

This was the claim made by South African, British and American trade union experts this week in a programme broadcast by the Australian Broadcasting Commission

The programme's producers said the US Government was using the American Federation of Labour-Congress of Industrial Organisations (AFL-CIO) to "influence" the trade union movement

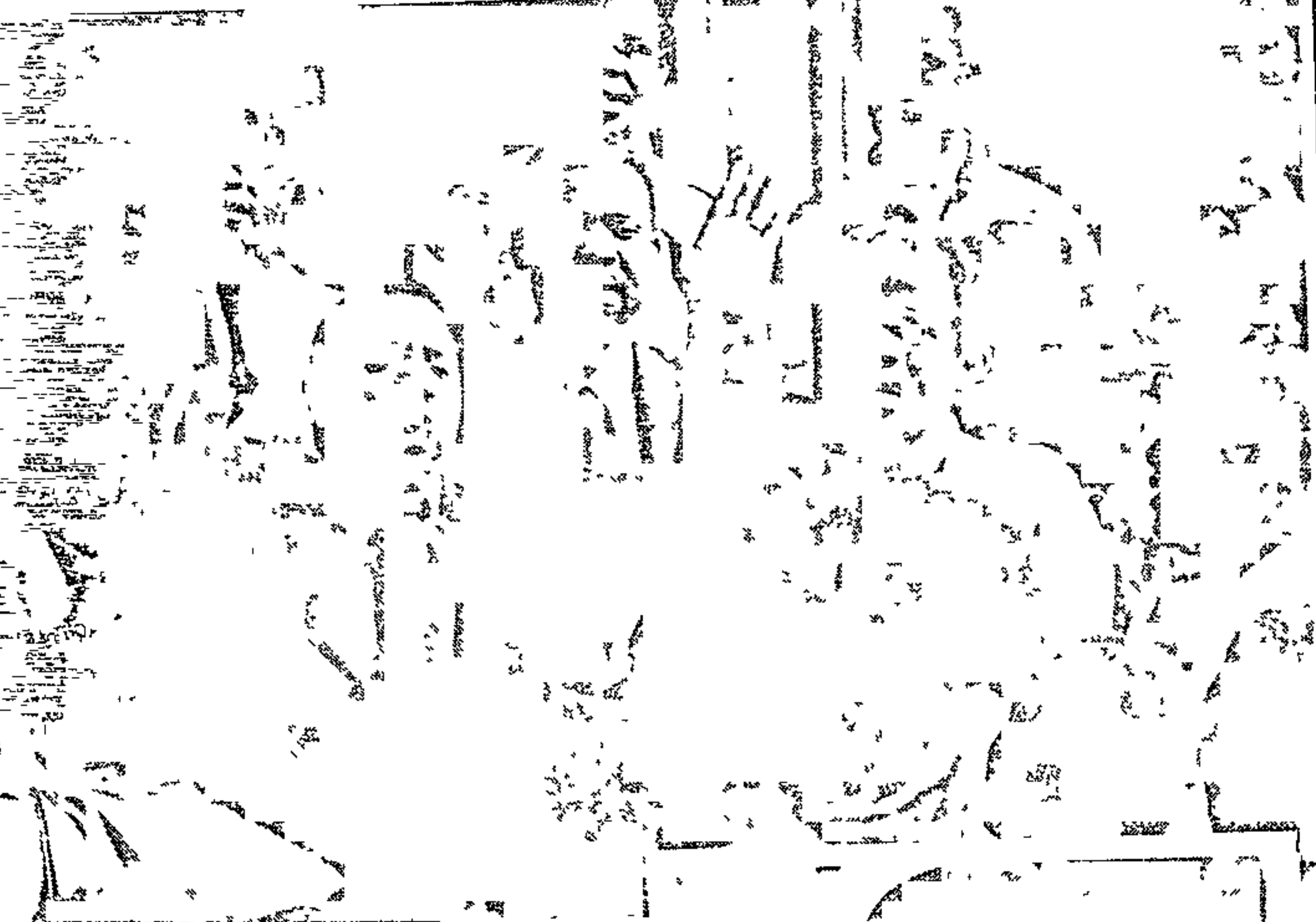
"This started in 1964 with the establishment by the AFL-CIO of the African American Labour Centre (AALC), the producers said

"The first director of the AALC was longtime CIA operative Irving Brown, who last year headed an AFL-CIO delegation hosted by the SA Government"

They said the AALC's South African organisation is headed by Nana Mahomo - a former PAC secretary of culture who according to the broadcasting commission, is linked to American intelligence

The Australian programme also showed evidence that the CIA has helped the SA Government launch military raids on black South African unionists in Mozambique, and used diplomats to keep tabs on member of the ANC

# LE-COLLAR WARRIORS



leagues and calling for the dismissal of a junior manager who is accused of making racist remarks against Mr Mnguni

At Liberty Life, workers went on strike for the second time this year to demand management recognise their union and

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★ (134)

# A sense of panic at Tucsas conference

A SENSE of panic pervaded the Trade Union Council of South Africa's annual conference in Port Elizabeth last week

The same faces from last year and the year before were there. But somewhere it had sunk in that the world outside the plush seaside hotel where the congress was held had changed

At Tucsas's 1981 conference in East London, the then president, Andre Malherbe, dismissed the emerging, predominantly black unions — to loud applause — as "our miniscule rivals"

This year's conference, taking them more seriously, opted to beef up Tucsas's legal, economic, research, and public relations services to wage, as Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, alleged, an "inter-union war"

## Rhetoric

They also voted to ban unregistered unions and turned down a resolution calling for a change in the law to allow workers to join the unions of their choice, seeing this as an attack on the closed shop system which binds thousands of workers to Tucsas unions

The rhetoric was reminiscent of National Party ministers warning against the total onslaught. Delegates spoke of non-Tucsas unions seeking to "destroy" Tucsas, with the backing of overseas money, and the press was criticised for damaging Tucsas's image

Holding up an editorial of the Rand Daily Mail, Mr Norman Daniels,

general secretary of the Textile Workers' Industrial Union, said

"This stinks. Why this campaign against Tucsas? Who is behind it?"

Look no further than

**Labour Reporter PHILLIP VAN NIEKERK reviews the happenings at the Trade Union Council of South Africa's annual conference in Port Elizabeth last week.**

yourself, said Mr Athol Margolis, of the National Union of Clothing Workers. "No amount of money will buy a better image for Tucsas when it squirms away from issues such as squatter demolitions and deaths in detention and fails to raise opposition to the banning of Saawu — all matters which affect workers"

Perhaps the issues which Tucsas regarded as affecting workers could best be gauged from the list of the guest speakers

Mr Hendrik Schoeman, Minister of Transport, spoke on road safety, Mr Leon Louw, of the Free Market Foundation, spoke on the benefits of the free enterprise system for workers, and Mr Sammy Shlagman, of the Textile Federation, spoke on the benefits of import controls

There was no mention, for instance, of the recent banning of Saawu and the continued persecution of workers in Ciskei

And a debate on the new constitution — which has been opposed by the entire emerging union movement as well as almost every black

leader of note — further emphasised Tucsas's distance from the real issues of the day

The resolution called for the government to reconsider the "entrenchment of ethni-

city" and the exclusion of blacks from the constitution. It ended with a majority abstention after Mr Arthur Grobelaar, Tucsas's general secretary, asked delegates "not to create a climate of conflict over a purely political issue"

Mr Des East, general secretary of the Motor Industry Combined Workers' Union and Tucsas's newly-elected first vice-president, said that, as a "non-racial, democratic organization", Tucsas could not afford to support the principles enshrined in the constitution

However, apart from a few former Confederation of Labour unions on the right (the Artisan Staff Association threatened to withdraw if Tucsas took a "no" stand) and a handful of mainly black unions, most Tucsas unions were incapable of taking a stand on the issue

And amid serious doubts about Tucsas's continued relevance on the labour scene (one Johannesburg newspaper had referred to them in a conference preview as a "labour dinosaur") the delegates turned down a motion calling for a special conference to examine Tucsas's future

Mr Ike van der Watt, proposer of the special conference, the last item on the agenda found himself and his delegation of boilermakers increasingly isolated and viewed with hostility

## Appeal

Making what could be his last address at a Tucsas conference, he said the Boilermakers were "not happy with the situation we find ourselves in in Tucsas" and made a final appeal to the delegates to "get together, close the door and listen to one another to examine whether we are on the right path"

But most delegates believed there was little wrong with the path that Tucsas was on and that the problems arose from people outside trying to destroy the council

Mr Norman Daniels was cheered when he claimed there had never been a workers' organization in South Africa as big, as effective and as representative as Tucsas

On that confident and cheering note the delegates rose from the comfort of the conference room and disappeared back into the real world



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## SA trade unions get US support

**HOLLYWOOD.** — US trade unionists reaffirmed their support this week for the black trade union movement in South Africa, saying it offered "the best hope for the ultimate dismantling of the odious apartheid system".

Delegates to the biennial conference of the American Federation of Labour-Congress of Industrial Organisations (AFL-CIO) approved a resolution pledging to assist the movement "in its struggle against a government which resorts to brutal measures of repression against opponents of apartheid, including trade unionists".

"We call upon the US government to exert maximum pressure on the South African Government to give full recognition of the right of black workers to bargain collectively without government interference," the resolution said.

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# 11 unions plan most powerful federation

Own Correspondent

CAPE TOWN — Representatives of 11 independent trade unions will meet in Johannesburg tomorrow for talks which will pave the way to possibly the most significant trade union federation in South Africa, representing 300 000 workers.

While there have been attempts to unite the independent mainly black trade unions over the past two years, major differences between unions have made this difficult.

However, there are strong signs that policy differences have been set aside in favour of what most unionists describe as the more important task of uniting workers.

Unionists were tight-lipped about the impending talks, but it is believed that items likely to be discussed are the funding of the new body and demarcation between unions.



# Crackdown on unions forecast

Staff Reporter

THE banning of Saawu in the Ciskei and the recommendation by Tucsas that unregistered trade unions be closed down were a forerunner to government action against the labour movements, the president of the Media Workers Association of South Africa (MWASA), Mr Zwelakhe Sisulu, said at the weekend.

Addressing Mwasa's third national congress in Cape Town at the weekend, Mr Sisulu said the "South Africa Government and its bantustan satellites have embarked on a pogrom against the labour movement in the country".

Mr Sisulu said that what might today seem

un-coordinated actions by the government and its proxies were a planned systematic process that sought to confuse the masses and neutralize the revolutionary effort.

"Some of these actions seem isolated and unconnected, but they are in fact part of a higher strategy of oppression."

"The banning of Saawu in Ciskei is the prime example of this pogrom, masterminded by the South African security police and their cousins, the NIS, that is about to be unleashed against our organizations."

"It is as a consequence of this that today we have the notorious constitutional

proposals and the Black Local Authorities Act.

What are the constitutional proposals worth?

What is the Black Local Authorities Act worth?

They are worth nothing and we reject them out of hand.

## 'Excluded'

"There are those who say we must reject the constitutional proposals because they exclude Africans. The constitutional proposals do not exclude Africans only, they exclude everybody of whatever colour except P W Botha and the NP."

"Those who advance the senile argument that the proposals must be rejected because they exclude Africans must then go on to say we must fight for the inclusion of Africans in the proposals, in which they do not want to be included."

"We want a true democratic process that will select the 'true' leaders of our people and the 'true' government of the people under a 'true' system of government."

(Report by R L Morris, 77 Burg Street, Cape Town)

# UK Gov

From IAN HOBBS

LONDON — Mrs Margaret Thatcher's Conservative government was shaken yesterday by a report claiming that the party had been infiltrated by extreme right-wing, racist and anti-semitic groups.

The Young Conservatives, the youth wing of the party, have spent more than a year investigating the infiltration of the party.

Their report expresses concern that a number of Conservative MPs are closely linked to racist groups, particularly the pro-apartheid and neo-Nazi National Front.

The report is a serious probe by Thatcher and sets back the party before the autumn general election.

The Young Conservatives have a number of MPs, officials and parliamentarians among their ranks.

The investigation has continued for some time and has led to the suggestion of an African link.

The Conservative press secretary, Arthur Williams,

## Children hurt by falling post

Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzil Jacobs, 10, Jena Anders, 13, and Charles Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

Denzil's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

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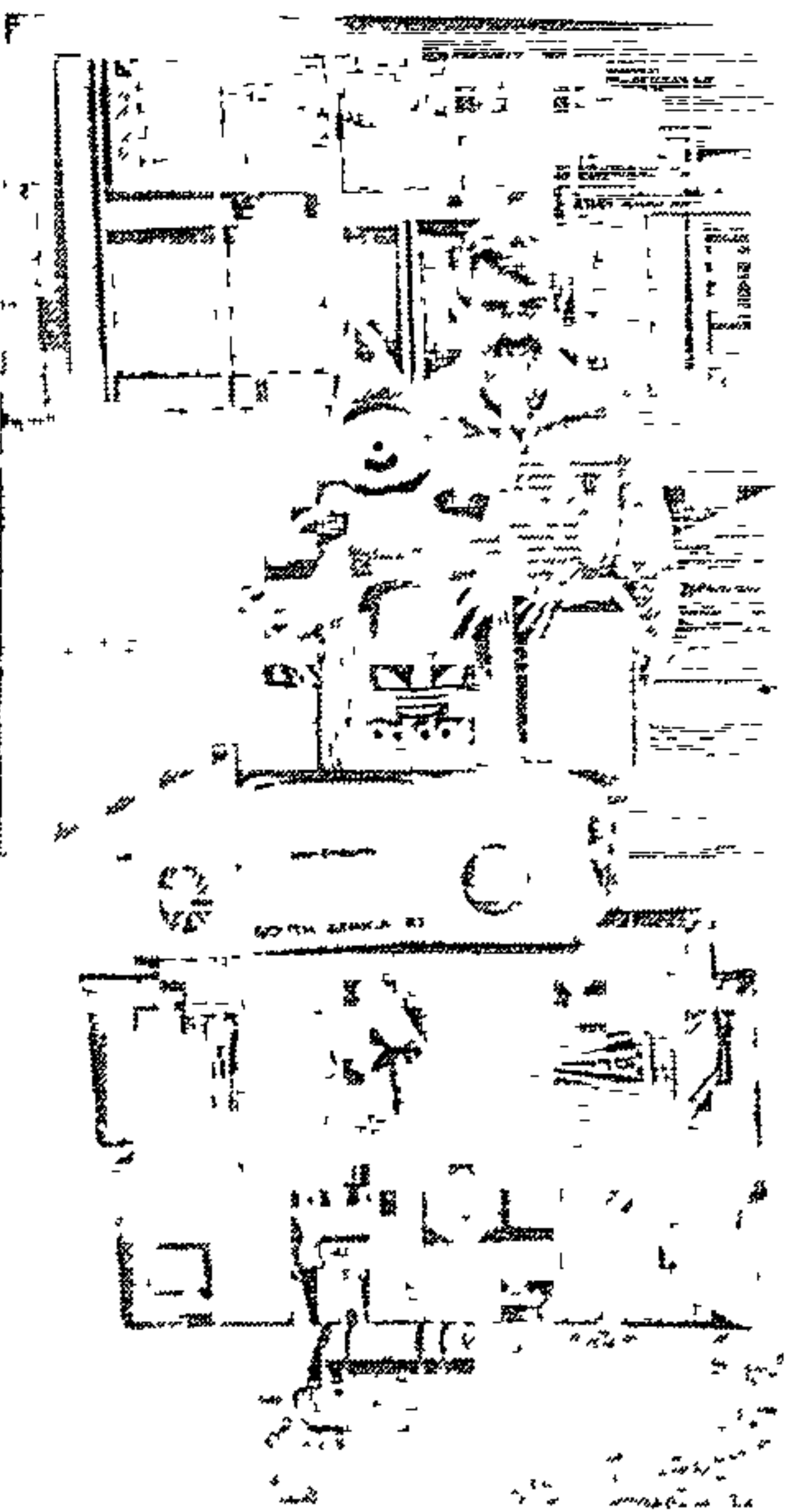
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## Mugabe threat to seize farms

Own Correspondent

HARARE — Zimbabwe's Prime Minister, Mr Robert Mugabe, has threatened to seize white-owned farms if Britain cuts aid to Zimbabwe.

In his third public outburst against Britain in a fortnight, he told rural peasants at a political rally north-east of here that "we will just take that land and not pay for it" if Britain stopped giving money to buy land for resettle-



English cricket "rebels" Graham and DF Malan Airport were wives Brennan and Clair Gooch at Cup match at No.

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CAPE TIMES 10/10/83  
**Koevoet: C of fighters'**

RUNDU — Field operatives of the special police counter-insurgency unit Koevoet were extermination specialists. According to reports, detachments of Koevoet were

MKGUS 13/10/83 (134) ~~128/1159~~

## Unions to continue talks on federation

Labour Reporter

TALKS to establish a federation of independent trade unions are to continue in November

This was announced after a meeting in Johannesburg at the weekend between representatives of 11 trade unions representing about 300 000 workers

Unions represented at the meeting were the Commercial Catering and Allied Workers' Union, the Federation of South African Trade Unions, General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, South African Allied Workers' Union, the Council of South African Unions, the General and Allied Workers' Union, the Motor

Assembly and Component Workers' Union and the General Workers' Union of SA

Although few unions were prepared to comment on the talks, it is believed much of the meeting was taken up with a discussion on demarcation

Unions organised along industrial lines and those with strong shop-floor structures are keen to settle on some form of demarcation to prevent overlapping and poaching of members by other unions.

However, the general unions such as Saawu and Gwusa — often labelled as the more "political" — tend to organise workers regionally and are reluctant to give up factories to other unions

An important excep-

tion to this is the Cape Town-based General Workers' Union, which, in spite of its name, agreed to restrict itself to organising in certain sectors at its 1982 national conference

It is also believed that the larger, more industrially based unions insisted on audited membership figures from all unions at the Johannesburg meeting — something some of the general unions were unable to produce to the satisfaction of the meeting



# Negative reaction to trade union unity talks

(134) ROOM

LABOUR WEEK

17/10/83

BY STEVEN FRIEDMAN

THE emerging unions' unity talks seem to have reached the crossroads.

Reaction to the most recent talks from key unions was universally negative and the biggest emerging union group, Fosatu, met at the weekend to discuss whether to continue taking part in the present talks

But unions' pessimism could be misplaced. Paradoxically, the current impasse could just break the logjam and lead to a more concerted effort to forge greater unity among emerging unions

At the talks, differences between the older unions and their "community union" rivals came to a head — at least as far as the older unions are concerned

Prior to the meeting, there were differences between Fosatu and the Food and Canning Workers' Union, both older unions. But these paled into insignificance at the meeting

Instead, traditional tension between older and newer unions reached such heights that the future of the current initiative is in the balance.

Older unions say they want concrete talks on details of a new union federation.

They say the "community" unions respond to this with rhetoric only.

Tension is heightened by what unionists see as a bitter campaign by the SA Allied Workers' Union against unions like the General Workers' Union in Durban

On the other hand, the "community" unions seem to believe their older rivals are not sufficiently committed to broader political objectives

The schism may well boil down to this: that the two groups are at different stages of development and have little common ground

The differences are complex. But the older group, which has most members and recognition agreements, is established in key areas and sees unity as a practical matter — a means to continue building factory muscle.

The second group isn't as

established and doesn't face the same priorities. It has devoted much time to links with community groups and may see this as a greater priority than union unity

So if Fosatu decided to make direct contact with "like-minded" unions outside the framework of the present talks, it could prompt a realignment in which unity talks will indeed take place — but between the older unions only (this might, in turn, prompt a separate initiative by "community" unions)

The older unions still have important differences to thrash out and this could take time. But these unions would have much more common ground to begin with and a formidable new federation could well result

□□□

A STRIKE by about 50 workers usually doesn't make headlines

But in this country, the fact that most strikers are black and are striking in support of a white worker is an event of moment. Particularly when some of the strikers are white

This was what happened at Checkers' Primrose store last week and, to add rarity, the dispute was settled after talks between management and a black union (Ccawusa)

The incident may well have been isolated

But there are unconfirmed suggestions that this is the second such incident in a store and handfuls of white workers have shown interest in joining "black" unions — in industry and commerce

And the incident does show that inter-racial worker action, though rare here, is not an impossibility.

□□□

# Group to attend unity talks

Labour Correspondent

THE Federation of SA Trade Unions is likely to attend the next round of emerging union unity talks in November — despite earlier suggestions that it would quit the present talks

This emerged yesterday after a meeting of FOSATU's central committee at the weekend discussed whether to remain part of the current unity initiative

FOSATU is the biggest of the emerging union groups. Its president, Mr Chris Dlamini, said yesterday that the central committee had taken no firm decision on the unity issue, although he confirmed that the issue had been discussed

Asked whether this meant FOSATU would attend the November meeting, Mr Dlamini said "It seems we will be there"

Union sources have reported "growing frustration" within FOSATU's ranks on the progress of the unity talks, which aim to weld emerging unions representing more than 250 000 workers into a powerful new federation

As a result of this, FOSATU convened a seminar late last week to discuss the unity issue and its recommendations were conveyed to the central committee at its weekend meeting

Although there have been differences of opinion between FOSATU and the Food and Canning Workers Union at previous unity talks, the key source of the federation's "frustration" appears to be continuing differences between the older and newer emerging unions

Older unions like those in FOSATU charge that the newer unions are unwilling to discuss details of the new federation and have instead engaged in "rhetoric" at unity meetings.

They allege that this has led to "little progress" being made

The newer unions, however, deny suggestions that they are not fully committed to launching a new federation.



# Union myths exploded by research on black labour

134 By Sheryl Raine, *Star*  
Pretoria Bureau 26/10/83

Trade unions contributed to only about 25 percent of all strikes last year and about 54 percent of black workers interviewed in a labour survey were not in favour of strikes, research by the Human Sciences Research Council (HSRC) has shown

Two reports on South African labour relations were released by the HSRC in Pretoria yesterday and both exposed a number of incorrect but popularly held assumptions about trade unions, the militancy of black workers and management's ability to learn from strikes

During 126 interviews last year with managers who had experienced strikes the HSRC found that

- Workers had little opportunity to communicate with management
- Management did not have a favourable image of black unions and union leaders
- Management style in many cases was paternalistic or autocratic

Communication needed to be improved and a more consultative style of management could lead to more worker satisfaction and less conflict

Most strikers lost financially and these losses could influence their bargaining power and willingness to strike. Most strikes did not last long because of financial losses suffered by workers

## URBAN WORKERS

In a second project the HSRC interviewed 1 200 black male workers in the urban areas of Port Elizabeth and Pretoria

Sixty-five percent of those interviewed believed workers should come together to form an organisation to protect their interests

Twenty-one percent were opposed to this idea

Forty-seven percent said the organisation must be able to organise strikes while 43 percent disagreed

A clear majority was opposed to people going on strike while 45 percent were in favour of strikes

When asked if workers could get what they wanted without striking 48 percent said yes, 32 percent said no and a large percentage (20 percent) was not sure

The HSRC noted that in many industrial areas like Rosslyn near Pretoria, 80 percent of the labour force was black

"These workers often get talked about, get negotiated for but are usually the silent party," the report said "Both unions and management should be aware of what these workers expect from an organisation that protects their interests"

Younger, better educated workers tended to be more radical and militant but militancy was by no means a common trait

press 27/10/83

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# NGK pleads for restoration of Christian ethics in labour

Religion Reporter

THE poorer community is being hardest hit by inflation in South Africa, says a committee of the Western Cape Synod of the Ned Geref Kerk in calling for a more just economic system

It said South Africa should build up "a stable and just economic dispensation" to restore sound Christian ethics in the labour market

Scripture demanded a just dispensation, an acceptable relationship between wages and work, the creation of job opportunities and a peaceful and orderly society, said the committee

The Old Testament set out rules to prevent both the amassing of wealth and the suffering which arose from poverty

Excessive inflation in South Africa was hitting the poorer section of the population hardest and

was a real threat to very existence of many

It also inhibited expansion or creation of new undertakings

It was widely suggested that because certain bodies benefited from continued inflation, including the Government itself, it was futile to protest. This created a dangerous climate

Labour unrest could arise from exploitation and underpayment, unemployment, retrench-

ments, inadequate benefits, pensions, medical funds and unemployment insurance, the lack of training and promotion opportunities and the absence of housing and transport

The committee said the existence and function of labour unions and collective employee action had to be recognised and honoured

It asked the synod to call on all employers for a just labour system in

relation to wages, facilities, working conditions and benefits, with special attention to the lower-income groups

The synod was also asked to call on the Government to make serious attempts to reduce the inflation rate as speedily as possible to avoid dangerous results

The synod decided to ask its doctrinal commission to make an in-depth study of inflation and labour unrest. At the same

time it called on employers to strive for a just labour system

It would be wrong to plead for an obligatory death sentence for rape, said a doctrinal committee of the Western Cape Synod of the Ned Geref Kerk

There was a clear difference between the destruction of life by murder or treason and the physical or psychological violation of a woman's welfare, said the committee

"If this distinction is not maintained, there would be no reason, for example, not to institute the death penalty also for racial discrimination"

While a person was responsible for his own actions, society itself had a co-responsibility in the case of rape

"Society, which allows all sorts of permissive developments, must accept co-responsibility for the actions of unstable

## Concern over lack of representation on Media Council

Religion Reporter  
CONCERN has been expressed at the Western Cape Synod of the Ned Geref Kerk that the NGK was not represented on the Media Council

The Media Council, established as an internal "watchdog" by the industry, comprises 14 public representatives and 14 media representatives, in addition to the chairman and vice-chairman

During a brief debate in the synod yesterday the Rev H J Vorster said the Media Council was one of four systems of control over the media in South Africa — internal, legislative and administrative control, as well as pre-publication censorship

In the case of newspapers and magazines, pre-publication censorship was not possible in the way in which it was applied to films

He said the Newspaper Press Union represented a billion-rand industry. It had set up the Media

Council as an independent body for internal control and had widely advertised for public nominations to the council

While the NGK General Synod nominee was not one of the 14 public representatives selected to serve on the body, the NGK had "meaningful representation" through academics on the Media Council

### LOCAL COMMITTEES

NGK members also served on local committees of the Publications Control Board

The Rev L Moolman, Cape information officer of the NGK, said the doctrinal commission of the church frequently received complaints about books or films, but these complaints were often not specific

He appealed to those who wished to object to publications to name the specific portion of the document or film to which they took exception

people who yield to tempting and stimulating circumstances — for example, a continuous bombardment of a pornographic and suggestive nature," said the committee

"The committee would suggest that in our administration of justice we should deal with human life in such a way that its sanctity and inviolability is not threatened"

(News by B Stuart, 122 St Georges Street, Cape Town)



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The Cape Times, Thursday, Oct

27/10/83

# NUM secretary now a very public figure

By MARTINE BARKER

JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (Cusa)

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40 000 members in its first year

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the "mercenary aspects"

of private legal practice, and felt that he could serve more people as a legal adviser to Cusa

Numerous appeals were received from mineworkers for the formation of a union "Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps"

The union's members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mine hostel accommodation in which they were forced to live, he said

One of the union's primary challenges was to improve these

The union's long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union's structure and membership would have to be consolidated, said Mr Ramaphosa

He does not always enjoy being a public figure "People tend to associate the union with me and me with the union. I am merely the spokesman for its decisions," he said

While the workers had accepted the Chamber's pay offer last week because it would improve long-service increments, they were "getting impatient" for better wages "and not without reason", he warned

# Baking union rejects new deal

Mercury Reporter

2/11/83

THE South African Federation of Baking and Confectionary Trade Unions, representing more than 12 000 members, has rejected the new constitutional proposals for South Africa.

In a statement released yesterday, the federation pledged its support with 'democratic forces' in strengthening opposition to the tricameral parliament for whites, coloureds and Indians.

It said 'the system of apartheid has divided the workers and communities in our motherland — South Africa'.

The vast majority of South Africans rejected apartheid laws and legislation such as the Land Act, Group Areas Act, Population Registration Act and the Internal Security Act.

The federation said the proposals aimed to divide people further and that a 'selfish and representative section of the community would co-operate with the Government in forcing these plans on our people'.

It said that only strong, united action against the proposals would save the workers and the voteless majority 'from further oppression and misery'.

(Report by M Vengtas, 12 Devonshire Place, Durban)



the last meeting. The divisions remained deep.

A key issue which has prompted disagreement between the two camps has been the demand of older unions that voting strength in the new federation be based on unions' paid-up membership.

They argue that many newer unions quote membership figures which they cannot back up and that they should not be allowed to claim voting strength on the basis of these.

However, the newer unions want claims about their membership to be accepted "on trust".

There have also been differences about the structure of the proposed federation and about demarcation between unions.

Older unions believed the attitude of the newer unions was holding up the unity initiative and delaying discussion on the details of a new federation.

The older unions may, therefore, demand at the weekend that discussions on a new federation begin in earnest.

This would bring to a head the differences and determine whether the two groups are to continue taking part in the unity drive together.

# Growth of independent unions breathtaking

The planned federation of hitherto non-aligned labour organisations could become one of the most powerful bodies representing black workers in South Africa's history, writes PIPPA GREEN, Labour Reporter,

THE trade union scene in South Africa is in a state of flux as a result of two major developments

The first of these is the planning of a new federation of independent trade unions, which will herald significant new alignments in the trade union movement

The second is that the withdrawal of one of South Africa's largest unions from the well-established Trade Union Council of South Africa seriously brings into question Tucsa's continued relevance

The planned federation of independent unions could be one of the largest and most powerful bodies representing black workers in South Africa's industrial history

Attending talks to set it up are representatives of trade unions ranging from the industrially-based Federation of South African Trade Unions (Fosatu) group and other industrial unions with strong shop-floor structures to what have been described as "community-linked" unions — often perceived to be the more "militant"

What they have in common is that they all describe themselves as democratic, non-racial — particularly some in Fosatu, the General Workers' Union and and controlled by workers. Many are unregistered, but this has not proved to be an impor-

tant criterion in determining their varying strengths

The growth of some of these unions over the past few years the Food and Canning Workers' Union — has been breathtaking

The Metal and Allied Workers' Union, a Fosatu affiliate, virtually doubled its membership last year, bringing it up to 36 540, according to Rob and Lynne Lambert, labour researchers writing in the South African Review, a study of South African society published by Raven

## Agreement

The General Workers' Union concluded an agreement with stevedoring employers on a national basis and the Food and Canning Workers' Union, based in the Western Cape, has expanded considerably in the Eastern Cape and the Transvaal

Membership of the Johannesburg-based Commercial, Catering and Allied Workers' Union (CCAWUSA) has shot up by 10 000 in the past two years

Referring to the work stoppage to protest the death in detention of Dr Neil Aggett, the Transvaal secretary of the Food and Canning Workers' Union, Dr Eddie Webster, an industrial sociologist at the University of the Witwatersrand, said it "demonstrated the potential of the inde-

pendent labour movement to unite and mobilize over 100 000 workers nation-wide in the space of two days"

Many of the independent unions have seriously threatened some of the established unions, which for years have relied on closed-shop agreements

"One of the main effects of the closed shop has been to guarantee unions members, so encouraging the unions to neglect the development of a shop-floor base as a means of recruiting members," according to a paper by a Johannesburg labour researcher, Miss Carole Cooper

## "Causing chaos"

The conflict between the established and independent unions was clearly and vociferously expressed at the recent Tucsa conference

Delegate after delegate complained that independent unions were "causing chaos" at factories where Tucsa affiliates had operated for years

Several Tucsa affiliates rely heavily on the closed shop and at least 250 000 workers belong to affiliated unions because it is a condition of employment

Still the largest federation, Tucsa has moved increasingly to the right over the past few years

As trade unions with all-white membership have joined Tucsa

from the right-wing, so the council has lost black and multi-racial unions to the left

The most significant of these losses for Tucsa is that of the 56 000 strong South African Boilermakers' Society. Originally a union catering for skilled workers, the society amended its constitution in 1980 by popular ballot to include Africans

## Revamped

Partly in response to the emerging unions organising in the metal industry, the boilermakers revamped their shop-floor structures

The union has said it will not look for a new home in another federation immediately, but the signs are that it will co-operate more closely with some of the independent unions

While the non-racial unions plan their future, at the other end of the spectrum are white unions desperately trying to maintain the status quo

The South African Confederation of Labour with about 125 000 white members has traditionally relied on the Government's racial policy to ensure economic benefits for their members

After the 1979 Wiehahn dispensation was announced, unions within Sacla, which chose to open their ranks to workers of other races, were either expelled or disaffiliated, cutting its membership in half



134 R.D.M. 10/11/83  
**Unions mix more**

By PRISCILLA WHYTE

GREATER integration is being achieved in the trade union movement, says Mr J A Grobbelaar, general secretary of the Trade Union Council of SA (Tucsa).

And he told the conference "This process of inter-racial accommodation will not only continue but accelerate"

Between 1977 and 1982 there was a decrease in the number of registered white trade unions from 84 to 57. The number of white union members fell from 386 000 to 355 000.

The number of coloured trade unions dropped from 49 to 43 though membership rose from 73 000 to 83 000.

The number of registered white-and-coloured unions declined from 41 to 28 and membership by 51% — from 180 000 to 88 000.

Membership of all-race unions in the same period had increased from 180 000 to 577 000.

Black workers in registered trade unions last year totalled 395 000 — with 53% of members in black unions and 47% in mixed unions.

11/11/83

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LABOUR LAW

# Defining strikers' rights

The Council of Mining Unions (CMU) is planning to approach the Industrial Court for a ruling on whether it is an unfair labour practice to dismiss employees taking part in a legal strike

This follows a dispute being declared between the CMU — a co-ordinating body representing eight white-led mining unions — and the Chamber of Mines. However, such a case will obviously have profound implications for unions and management in many other industries because its outcome could significantly affect the balance of power between disputing parties

CMU chairman Arrie Paulus says the council has decided to approach the court for a ruling following the Chamber of Mines' refusal to amend a clause in the contract of employment that union men sign when they join a chamber-affiliated mine. In essence, this clause stipulates that if they take part in a strike, their contracts will automatically be terminated

The CMU, however, believes that this clause is unfair because it does not make a distinction between illegal strikes and strikes which are legal in terms of the Labour Relations Act. The CMU is demanding that, should an employee participate in a legal strike, this should not be construed as either notice to terminate his employment contract, or his repudiation of that contract. The CMU believes the contract should merely be suspended during a legal strike

The chamber has offered to amend the clause to remove the threat of automatic termination of employment to workers who take part in a legal strike. But even in the event of a legal strike the chamber is understandably reluctant to relinquish its common law right to dismiss any employee who does not fulfil obligations contained in the employment contract

The CMU is not satisfied with this offer. It and the chamber failed to reach an accord at a conciliation board meeting on the issue in August

The dispute raises fascinating — and controversial — questions which have been debated in many Western nations. Unionists in many parts of the world have argued that the right to strike has no real meaning unless employees are protected against dismissal during industrial action. Such protection is granted to workers in countries such as France and Italy, while in the US employees participating in a strike over an unfair labour practice may also not be dismissed

In SA, the main advantage to be derived by unions and employees who go through the time-consuming procedures needed to

hold a legal strike is that they will not be liable for prosecution under the Labour Relations Act. However, very few legal strikes have been held in recent years — and the State has been reluctant to prosecute illegal strikers. In 1981, for example, nearly 100 000 workers were involved in illegal strikes — yet only 301 were arrested and only 10 were prosecuted

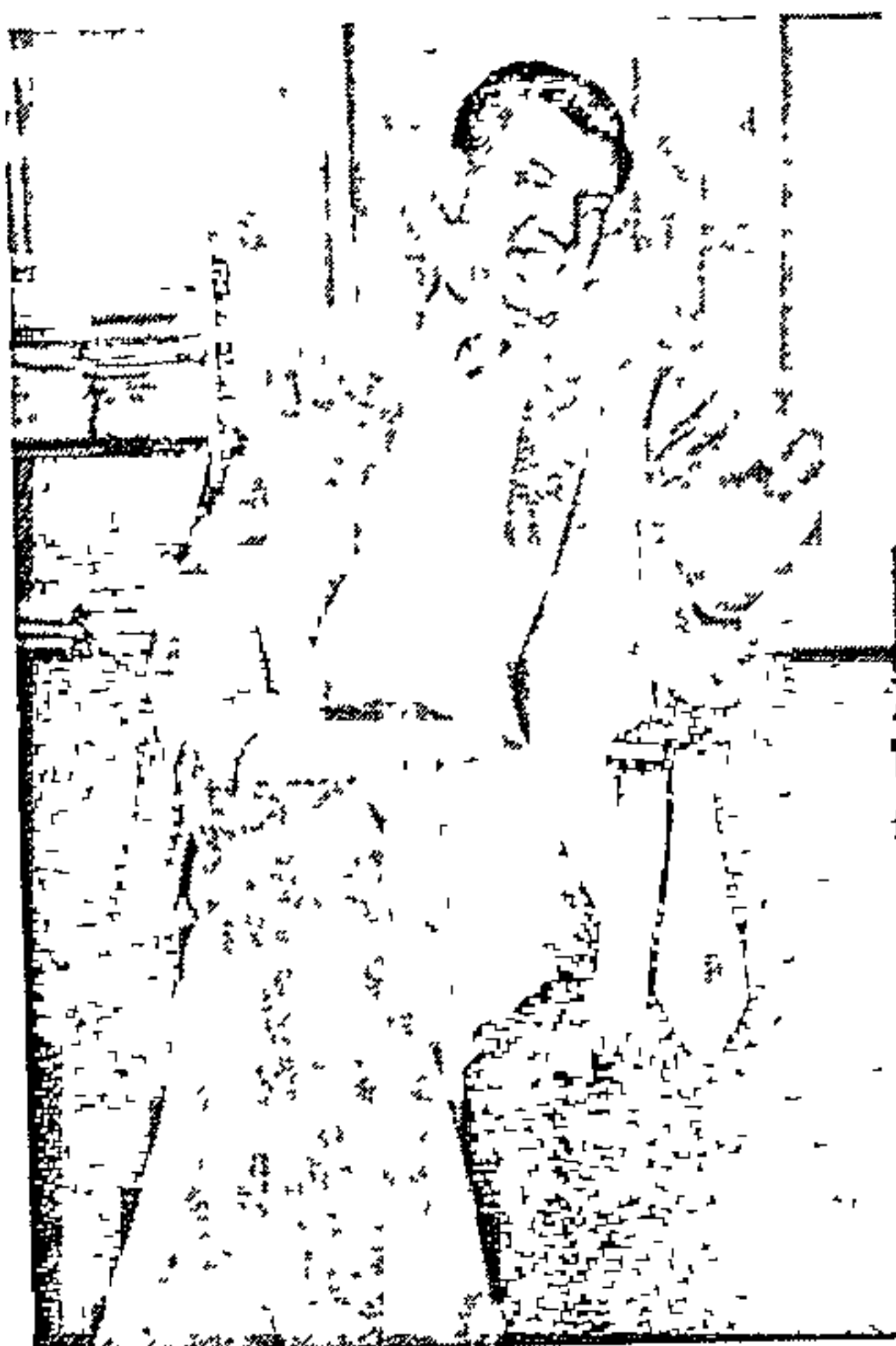
An argument being made with increasing emphasis by some SA unions is that additional rights should be granted to workers who strike legally. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), gained an important victory in this connection earlier this year. After having held a legal strike at a Natal company, the union obtained an undertaking from management. This was that in the event of any future legal strike, management would not selectively fire or rehire the employees. The union thus won the crucial right to strike without fear of selective dismissal or re-engagement

This is significant, because striking employees have often faced the threat of union activists losing their jobs through selective dismissal or rehiring in the wake of strikes. Such an undertaking means that management would have to find an entirely new workforce or choose the probably more attractive option of living with its existing one

But the CMU's demand is far more ambi-

tious — and SA employers are not the only ones who have expressed the fear that a total ban on dismissing legal strikers would decisively tilt the industrial balance of power in favour of unions. Employers nurse a very real fear that if the threat of dismissal is removed, strikes will not only become more protracted, but will take place on an unprecedented scale. In SA the threat of dismissal is especially real to unskilled black workers, who can be replaced with relative ease if they are fired for striking

A significant factor in the dispute between the CMU and the chamber is the fact that many CMU members live in company housing. If they break their employment contracts by striking, they have seven days in which to vacate such premises. Paulus says the chamber has been quick to point out in past disputes that workers risk losing such an employee benefit if they strike.



CMU's Paulus ... taking legal action



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# Labour law not a shield for lax managers

23/11/83  
Financial Reporter

THE primary responsibility for good labour relations rested with management, the Director General of Manpower, Dr P J van der Merwe, said yesterday

He told the annual meeting of Alberton Industries' Association that managements which failed to give top priority to labour relations, ignored the build-up of conflict conditions and neglected to take steps to avoid confrontation, could not expect legislation to do the job for them nor protect them against reasonable grievances of workers

Dr Van der Merwe said everyone, including the media, should be alert to generalisations, overreaction and ways of reporting which tended to inflame disputes

Trade unions, workers and employers had little to fear and much to gain from the orderly industrial relations created by the Labour Relations Act.

The Act had not placed trade unions in a weaker position and had not adversely affected their freedom

Trade unions and workers had been the main beneficiaries of amendments to the Act.

Dr Van der Merwe said total membership of trade unions increased from 727 000 in 1979 to 1,266-million in 1982

The number of black workers who joined registered unions increased from nil to 395 000

At the end of 1982 there were 78 registered mixed unions, with 576 000 members, compared to the 1979 membership of 203 000.

The wages of about 1,2-million workers were regulated by 84 industrial agreements at the end of 1982. No differentiation on the basis of race, colour or sex was permitted

During 1982 60 applications for the establishment of conciliation boards were recommended. Only 14 were refused

Industrial court matters increased from 36 in 1981 to 49 in 1982.

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# Report <sup>134</sup> on unions 'ready <sup>11/11/82</sup> next year'

**Pretoria Correspondent**  
The National Manpower Commission's report on the registration process of trade unions and employers' organisations will be ready for release early next year.

This was announced by the Director-General of Manpower, Dr Piet van der Merwe, when he addressed an Industrial-Council conference yesterday.

He warned that a great deal of in-depth consultation with interested parties would be needed before a White Paper on the report, which also deals with the Industrial Court, could be drafted.

## LEGISLATION

But it was hoped to table the White Paper during next year's parliamentary session and to have the possible ensuing amended legislation ready for Parliament in 1985.

Dr van der Merwe said the National Manpower Commission was continuing its investigation into the levels of collective bargaining and works councils.

This report would also be finalised next year.

Regarding future handling of labour disputes, Dr van der Merwe said it was going to be important to take cognisance of the worker's perception of the role and function of trade unions on the one hand, and management's handling of conflict and strikes on the other.

High priority should be given to keeping open the lines of communication and employers should deal with each case with due circumspection on its merits, he said.



# Worker power growing

134  
Coulter  
2/11/83

**THE number of trade unions and union membership is increasing fast and will continue to do so in South Africa.**

According to a report by the Human Sciences Research Council this is because most workers are in favour of forming organisations to protect their interests

Black trade unions are here to stay, but unions must be careful not to overplay their hand because about 50 percent of the non-union workers have said they have no desire to join a union

"It is therefore possible that unions whose actions can be seen by the workers as the cause of, for example, dismissals, can lose membership or find it difficult to increase membership"

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# Unions under fire

*Sowetan*  
25/11/82

By JOSHUA  
RABOROKO

TRADE union leaders are demanding, intimidating, aggressive and maybe militant during strikes, according to a report by the Human Sciences Research Council

The report, which was compiled after interviews with 126 managers of South African companies that had experienced strikes in 1980 and 1981, says union leaders did not create a good image for themselves

The report says all major industrial areas except mining were consulted and their view has been that union involvement did not contribute to more than about 25 percent of the strikes

"It was found that on average the strikes did not last long because the workers, while on strike, could not carry the financial losses suffered

Page 4

SOWETAN, Friday, November



Two  
CAPE TIMES 29/11/83  
unions  
join  
forces

Staff Reporter

IN what is seen as a significant development within the trade union movement, two unions, the Electrical and Allied Trade Union (EATU) and the Electrical Allied Workers Union (EAWU), have decided to amalgamate and form one body.

The decision to amalgamate was taken in Johannesburg on Saturday at a meeting called by the Federation of Trade Unions of South Africa (Fetusa).

A third union, the South African Electrical Workers Association (SAEWA), present at the weekend meeting, indicated that they were not prepared to amalgamate with the other two without first consulting their membership.

EATU and EAWU have, respectively, a predominantly coloured and black membership while the SAEWA is mainly white.

A spokesman for the amalgamated unions, Mr Brian Williams, who is also the chairman of the Western Cape branch of the EATU, said the two unions had decided to form one democratic worker-controlled, non-racial trade union.

This stemmed from the desire to form a united front to promote and protect the interests of union members.

He believed this would have a tremendous impact on the future of all workers.

A constitutional committee to work out a mechanism and structure for the new union was formed after the Fetusa meeting.

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# Blacks to cut off links with white union

30/11/83

By STEVEN FRIEDMAN  
Labour Correspondent

TWO trade unions — one for black, the other for coloured electrical workers — plan to form a new nonracial union to avoid the "stigma" of being racially based "parallel" unions under the control of white unionists, a spokesman for the two unions said yesterday.

The two unions' decision also means that one of the last major experiments in "parallel" unionism — whereby white unions set up racially separate unions for other races under the direction of a white unionist — is about to end.

The decision of the unions — the Electrical and Allied Trades Union of SA and the Electrical and Allied Workers' Union of SA — to amalgamate and open to all races was announced at the weekend.

Until now the two unions have been linked to the white SA Electrical Workers' Association in a Federation of Electrical Trade Unions

Mr Ben Nicholson, general secretary of the white union, also acted as general secretary of the other unions

A spokesman for the two unions who plan to amalgamate, Mr Tommy Olifant,

said yesterday the idea behind forming the federation three years ago had been to pave the way for an amalgamation of the three unions.

The black and coloured unions now believed the time was ripe for such a move, but the white union had said some of its members were still opposed to amalgamation with unions representing other races

But, Mr Olifant said, the black and coloured unions had decided to go ahead with amalgamation anyway.

He said this meant the new union — which will be formed in January — would become "independent" of the white union.

A new general secretary would be elected and members of the two unions felt that the federation was no longer needed

"We will now have the same relationship with the white union as we have with any other union — we may co-operate with them at negotiation time, but in all other respects we will be an independent union," Mr Olifant said

The two unions had made their move because of criticisms by rival unions

Mr Nicholson was not available for comment



# Unions a <sup>(134)</sup> ~~WPA~~ threat, <sup>8/2/12/83</sup> says Rosholt

By Carolyn Dempster  
Labour Reporter

The demands of certain union groupings posed a direct threat to the free enterprise system, Mr Mike Rosholt, chairman of the Barlow Rand Group, claimed in the company's annual report.

Commenting on recent developments in industrial relations, he stated "Whilst management regards its obligation and right to manage with due regard to the interests of shareholders and employees as being fundamental to the private enterprise system, the Federation of South African Trade Unions (Fosatu) is now publicly committed to achieving worker control of industry.

"The free enterprise system could not survive if that objective were to be achieved."

While there had been a noticeable decrease in strikes during 1983, it seemed that certain large and progressive companies, including many in the Barlows fold, had been singled out as targets by some trade unions.

Conflict between private enterprise and some union groupings also tended to centre on matters unconnected with traditional union spheres of interest.

Mr Rosholt expressed the hope that the union unity talks between the emergent unions and larger union groupings would not "create a vehicle for solidarity strikes and consumer boycotts."

The increasing use of the industrial court by the emergent unions to seek redress from employers by taking advantage of the wide definition of an unfair labour practice, was also highlighted by the Barlows' chairman

"The decisions of the court have created considerable uncertainty among employers as to what they can and cannot legitimately do," he commented

Despite the recession, membership of the predominantly black trade unions has grown apace in 1983.

## A HARD YEAR

Group industrial relations director Mr Reinold Hofmeyr recorded that in the three years up to September 1983, 42 recognition agreements were signed between Barlows' companies and trade unions.

He also noted that, in review, 1983 had been a particularly difficult year.

The closed shop system had been under attack in the paper industry, with four companies seeking exemption from the agreement when workers showed a preference for the Paper, Wood and Allied Workers Union, which is affiliated to Fosatu.

Recruiting activity on the group's mines had increased, with eight unions currently operating in this sphere, he concluded.

ARGUS 8/12/83

## Big strides by black

### workforce

Labour Reporter

THE position of black workers has improved greatly, Mr Harry Oppenheimer, chancellor of the University of Cape Town, said at a graduation ceremony today

He said the rapid growth and official recognition of black trade unions was an almost revolutionary change which would have effects not only in industry but throughout the social and political system

"Over the last 16 years there have been major improvements in the earnings of blacks in industry," he said.

Real wages had increased by about 23 percent for whites and by about 67 percent for blacks since 1968

#### MINING

"In the mining industry, on account of extremely low levels of black wages in the past, the figures are much more spectacular."

Real wages for blacks had risen by 278 percent and for whites by eight percent since 1968

"Average white earnings in the mines are now just over five times the average of black earnings, as compared with 19 times in 1968

"There has also been a great intangible change in the attitude of managements and white workers towards black workers, and much has been done to equalise and humanise conditions of employment for all workers," he said

However, this did not mean that nothing more need be done to bring racial discrimination in industry to an end



134 15/12/83

# 'Closed shop' waived for 700 SATU men

Labour Correspondent

ABOUT 700 workers at two Transvaal factories have won an exemption from the printing industry's "closed shop" agreement — which means they no longer have to belong to Tucsas SA Typographical Union (SATU)

This was announced yesterday in a statement by the Paper, Wood and Allied Workers' Union (PWAU) — an affiliate of the Federation of SA Trade Unions — which the workers have joined in preference to SATU

The PWAU sees the exemptions — granted after the two companies intervened in support of the application for workers to be freed from the "closed shop" — as a major breakthrough in its battle to end the agreement which

forces black workers to belong to SATU

The two companies are Kohler Corrugated in Brakpan and Printpak in Industria, which is part of Barlow Rand's Nampak subsidiary

The "closed shop" in the printing industry forces black workers to belong to SATU. However, in a number of factories, black workers have sought to resign from the union and to join the PWAU instead

They are not permitted to resign from SATU, however, unless the industry's industrial council grants an exemption from the "closed shop" clause

It is expected that further applications for exemption from SATU's closed shop will be made in the near future

essed about disciplinary and dismissal issues even during periods of economic boom

Generally speaking, employers will have to contend with the growing expertise of the new generation of mainly black unions — especially those affiliated to the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), as well as some well-organised independents such as the General Workers' Union

It seems likely that the following may be some of the most important features of industrial relations in 1984

□ Increased use of the Industrial Court Unions' effective use of the court during the past year has been largely prompted by their appreciation of the dangers of striking in a recession. Strike action may become a more attractive option to resolve disputes if the economy improves in 1984, but there seems little doubt that many unions will continue to resort to legal action. Unions affiliated to the Trade Union Council of SA (Tucsa) have been slow to use the court. But Tucsa recently decided to establish a legal service for its affiliates and it seems likely that lively litigation can be expected from some of them during 1984.

□ The drift towards industrial councils and centralised forms of bargaining by some emerging unions during the past year appears likely to continue. This drift partly resulted from the erosion of their shopfloor strength during the recession. However, even if the economy improves during 1984, it seems possible that this movement towards industrial councils will continue — possibly at a somewhat erratic pace, with some unions temporarily pulling out of councils if this suits them. And there is little doubt that emerging unions will press with increasing vigour for councils to be reformed to meet the needs and interests of black workers.

#### Agreements

Coupled with this trend towards participation in "official" structures has been the willingness of emerging unions to use dispute-settling procedures enshrined in the Labour Relations Act and industrial council agreements. Once again, it has made sense for them to use these in the recession. But the fact that some unions appear to be achieving a measure of success through the use of these procedures suggests that they may be used even when the economy improves.

□ The growing interest of unions in health and safety issues is significant. It seems likely that in 1984 at least some employers will be startled by unions' growing expertise in dealing with such issues.

□ Events of the past year point to emerging unions making increasingly effective use of their ties with international union bodies. These ties have enabled SA unions to place strong pressures on multinational companies. But local SA committees of some international union bodies have also



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provided forums in which SA unions belonging to different groupings have been able to devise common strategies,

□ Efforts to establish a broadly-based federation of emerging unions show signs of faltering. Indeed, these efforts have highlighted the differences between the more mature, professionally organised emerging unions and the more recently established, mainly community-based ones.

It may be possible for the more mature unions — Fosatu, Cusa and independents such as the General Workers' Union and the Food and Canning, and African Food and

Canning unions — to move towards some kind of federal structure. Even if this is not achieved, it seems likely that there will be growing co-operation between them, and

□ Finally, there will be increased union pressures for worker participation in decision-making. Gencor manpower chief executive Naas Steenkamp believes that conflict over defining the boundary line between management prerogative and worker participation in decision-making may disrupt labour peace far more than disputes arising from collective bargaining in the decade ahead.

He told the FM Investment Conference this year that "since there are severe constraints on producing spectacular results in the area of wages, union leadership is exploiting the area of arbitrary management decision-making."

Steenkamp warned that management would have to "go forth and do battle in order to draw the boundary between management prerogatives and collective bargaining, to achieve acceptance of this distinction, to concede the degree of participation necessary to achieve such acceptance, and to live by the rules."

—in my opinion—

ROBIN FRIEDLAND

## Give them the vote



Robin Friedland is a former senior editor of the FM. He takes a keen interest in SA politics.

The white referendum, which yielded a thumping two-thirds majority in favour of the new constitution, was a major turning point in SA politics. But euphoria in *verligte* Nationalist quarters should not be allowed to obscure the truth that the potential new voting pattern is no more than a point of departure for a fundamental reconstruction of political relationships between English, and Afrikaans-speaking South Africans.

The referendum has confirmed one vital point — that Anglo-Afrikaner relationships remain the fulcrum on which all other SA political issues turn. This includes the vital issues of political relationships with other ethnic groups.

The National Party, even after shedding the bulk of its rightwing, remains a political institution in transition. It has not yet fully escaped from outmoded political reflexes — especially where English speakers are concerned. English-speaking South Africans who voted "yes" should make it plain that their affirmative votes were not cast in favour of outmoded, self-serving and divisive policies — especially those affecting the political position of English-speaking SA itself.

I would like to suggest that the most pressing issue on which Nationalist sincerity about developing a genuine political partnership with English-speakers should be judged is reform of the horribly distorted white electoral system. We cannot forget that within the unsatisfactory and transitional political arrange-

ments in the new constitution, real power remains with the white-elected House of Assembly through its majority vote in presidential elections.

That Assembly is elected on the basis of a delimitation which long ago forfeited the right to be called a system. The Nationalists in 1948 inherited delimitation provisions which permitted the unloading of rural seats up to 15% from quota and the loading of urban seats by a like amount. Over the years this measure of discrimination, used to the hilt by successive delimitation commissions, was intensified by further discriminatory provisions.

### Arbitrary

Ultra-large rural seats were allowed an unload of up to 25% from quota. South West Africa, while still represented in the Assembly, held an arbitrary six (inevitably Nationalist) seats, when equality of voting strength would have awarded two, or three at the most. The last turn of the screw was an entirely arbitrary freeze in the representation of the provinces, coupled with an unreasonable extension of the maximum period between delimitations. The political purpose behind the final move was blatant — to prevent the growing demographic strength of the Transvaal being commensurately reflected in Assembly representation. To its perpetual shame, the New Republic Party (NRP) supported this undisguised gerrymander.

Without losing one's way in a morass of statistics, it suffices to say that the end result was to devalue the franchise of city-dwellers by a third or more. The skewed delimitation was effectively a means of devaluing the English-speaking vote. All this, please note, while English-speakers remained subject to all the obligations of citizenship.

To establish credibility in their conversion to the principle of Anglo-Afri-

kaner partnership, the first priority for the "New Nationalists" must be to consign the whole distorted system of white parliamentary representation to the dustbin. Let them start again on the principle of equality of all white votes.

The voting structure in the referendum furnishes a secure political basis for the overdue task of white electoral reform. Current Afrikaner voting patterns demonstrate that the likely future beneficiaries (in the party-political context) of the present skewed electoral system are the two parties of the Right, whose main strength is concentrated in a crescent of rural seats around the borders of the Transvaal.

The large affirmative majorities piled up in all major urban centres should be enough to convince the Nationalists that their political future lies with the vigorous Anglo-Afrikaner business and middle classes who provide the cutting edge of economic growth and support political evolution towards a better SA for all.

A word should also be said about provincial rivalries. Although the Prime Minister has always had his personal power base in the Cape, he is about to exchange that base for a national white constituency as elected executive president. So rural Cape political interests (which, with the rural OFS and rural Transvaal, would be the chief regional losers from electoral reform) need not, on any political reading, be allowed to act as a brake any longer on the necessary process of electoral reform.

The Nationalist leadership must now be challenged to generate genuine Anglo-Afrikaner partnership. Towards this end they should enact — as soon as possible — the appropriate constitutional changes for reform of the white electoral system. Then they should call an early general election for a House of Assembly constituted on the basis of the reformed system.

## LABOUR RELATIONS

# Unions in 1984

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Given the speed at which events in SA labour are moving, predicting future trends can be an extremely risky pastime. However, there are strong indications that collective bargaining is going to be a difficult process in 1984 — and that employers will continue to face new union strategies and demands.

During the past year, emerging unions have rapidly evolved a host of new strategies. Many of these were developed to contend with the economic downturn, which has weakened many unions and eroded their shopfloor strength. Because the downturn is likely to last well into 1984, it seems inevitable that they will continue to use such tactics. However, these could give way to new ones when the upturn finally arrives.

Some industrial relations practitioners warn of the danger of placing too much reliance on traditional, Western theories

about unions' behaviour. Until fairly recently, for example, many SA employers nursed a fond belief in the long-held view that while unions focus much attention on pay in times of economic boom, this issue assumes a much lower priority during a recession, when unions become obsessed about job security.

But the wave of pay-related strikes and disputes in recent months in some of the most recession-hit industries must surely make many employers more cautious in predicting unions' behaviour. A number of factors peculiar to SA are at play — and these will have to be kept in mind by employers during 1984.

Firstly, less than 20% of the black workforce (outside agriculture, domestic service and the public sector) is unionised. Emerging unions are likely to grow fairly strongly in the year ahead and will try to impress new recruits by obtaining substan-

tial gains for them.

Secondly, there is a growing awareness among black workers of the broad wage gap between skilled and unskilled employees. Coupled with this is the fact that black pay in some industries has not kept pace with the CPI during the past year, and many unions representing blacks are, therefore, hoping for substantial pay increases in 1984.

Thirdly, the effects of the drought should not be underestimated. Many black wage earners support large families living in rural areas who largely depend on subsistence farming to survive. The drought has devastated herds and crops in many of these regions, placing pressures on family members with jobs to earn more.

Fourthly, in a country such as SA, where a black man's loss of his job can mean a loss of urban residence rights, unions representing blacks can be expected to be ob-



Cape Times 19/12/83

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# Unified unions in SA 'unlikely'

Labour Reporter

THE development of a unified trade union movement in South Africa with a single political ideology is highly unlikely at this stage, according a leading spokesman on labour affairs, Professor S M (Blackie) Swart

Professor Swart, professor of Industrial Relations at the Graduate School of Business of the University of Stellenbosch and a member of the National Manpower Commission, came to this conclusion in a paper read at a forum in Germany this week

The forum, held in Kronberg, dealt with South Africa's economy and its relations with the Federal Republic of Germany. Professor Swart dealt with future aspects of the South African economy in the context of political developments

Dealing with political movements, Professor Swart says that in the absence of political machinery for blacks, the trade union movement may be used as a mechanism for the achievement of political objectives

At present, however, the emergent trade union movement covered a "broad spectrum of political rhetoric" ranging from populism, African Nationalism, Pan Africanism, African

Socialism and Social Democracy, and there were even a few racially and culturally elitist trade union movements

"The establishment of a unified trade union movement which can accommodate this Joseph's coat of political ideology seem highly improbable at this stage," Professor Swart argues

One reason for this was that there were numerous "rival non-racial and racially-exclusive movements vying for a political constituency"

Because of internal dissention within black South African politics, it seems improbable that one black political movement will become predominant, he says

Later, he argues that South African will continue to have one of the "world's healthier economies for the foreseeable future"

Dealing with the new constitution, Professor Swart says he understands the government has been holding discussions with numerous black political leaders on the subject of political accommodation

"This remains a central and no doubt, the ultimate question in South African politics. At this stage it is unanswered and unanswerable," he adds

By Carolyn Dempster,  
Labour Reporter

Against a backdrop of recession and massive retrenchments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions

The Chamber of Mines opened the door to black unionisation and black miners were handed the key to collective bargaining

Of the three black unions granted access to organise on the mines in 1983, the National Union of Mineworkers has emerged as the most formidable force

NUM, recruiting members at the rate of 5 000 a month, is poised to become the largest union here with 60 000 signed-up members. It is already the biggest union in the mining industry

The emergence of the black unions continues to pose problems for the white mining unions. The desire for an Industrial Council in the mining industry was manifested in the formation of a Confederation of Associations and Mining Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives

#### CHAGRIN

Later on in the year, Arrie Paulus' Mineworkers Union changed gear, adopted an overtly political stance and began organising workers in other areas to consolidate its base — much to the chagrin of the Amalgamated Engineering Union which all but accused the MU of poaching

The white Mine Surface Officials Association, which has denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM's decision to establish a black mine surface officials union

However, with a potential 380 000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root

The year started with the slide into a deepening recession, and retrenchments continued apace — by September the figure had topped 15 000

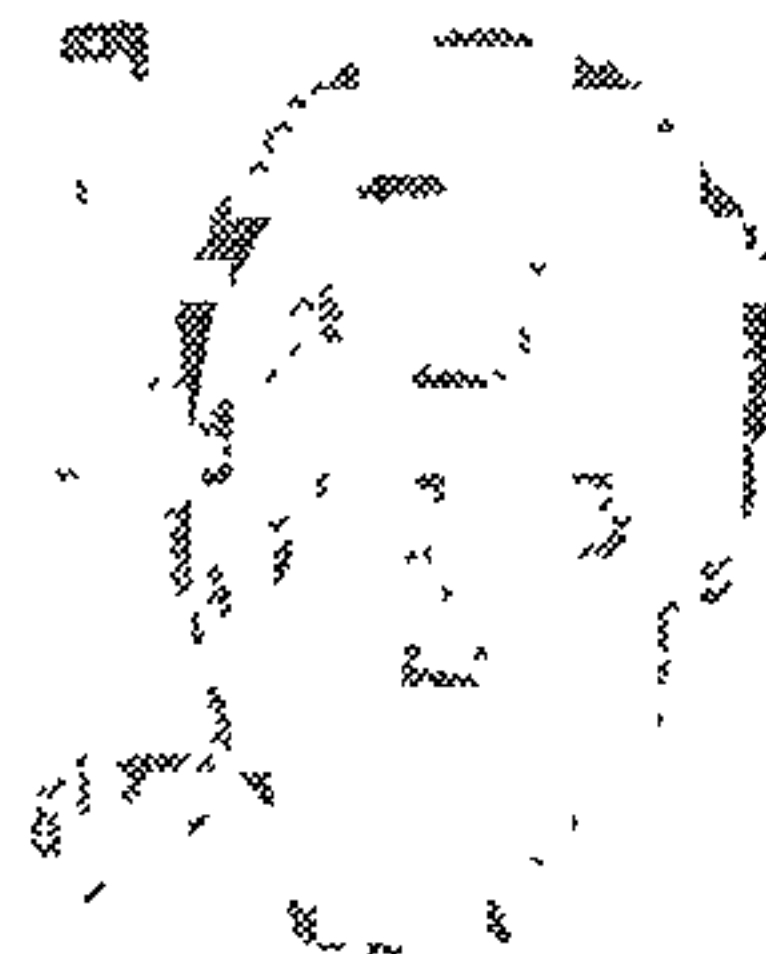
That did not seem to affect the rapid growth rate among unions and while strike activity dropped off in the first six months, workers showed they were willing to go out in strike in support of colleagues they thought were mistreated or unfairly dismissed by management. Strikes towards the latter half of the year...

# Worker power grew in '83

# Unions break

Star 23/12/83

# new ground



Mr Cyril Ramaphosa  
head of the National  
Union of Mineworkers

mainly on wages and grievances

Recent Department of Manpower statistics show 170 strikes up until October, as opposed to 328 strikes during the same time in 1982

There is also the view that concomitant with the increased unionisation of black workers, strategies and tactics employed by the unions have become more sophisticated. This is born out by attitudes among union leaders who perceived 1983 as a time of consolidation rather than expansion

Another trend, was a tendency by unions to resort to legal machinery to try to win battles — another reason for the drop in strikes

In the case of unions affiliated to the Federation of South African Trade Unions (Fosatu) the route proved a rewarding one — particularly in the case of the Metal and Allied Workers Union, the National Union of Textile Workers and the National Automobile and Allied Workers Union

The Industrial Court, regarded with suspicion at its inception, proved to be the definitive voice on the question of unfair labour practices this year. Much to the consternation of employers, the court was used extensively by the unions and largely to their advantage

Cases which set the tone on the ULP front were the Metal and Allied Workers Union versus Stobar Reinforcing, the United African Motor and Allied Workers Union versus Fodens (SA) and the Media Workers Association of SA versus The Star

first two set up several warning beacons for employers. Employers should have reasonable grounds for dismissal, must have investigated any alleged misconduct thoroughly before dismissing a worker, must have investigated any alibi to present his side, must not use words that are derogatory, must bargain in good faith with unions

The Star/Mwasa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers en masse if all necessary procedures have been followed

At a summit meeting of the country's 104 industrial councils, it was agreed that the vague definition of what constitutes an unfair labour practice was the biggest problem facing unions and employers, but amending legislation is not likely to be introduced before 1985, Manpower Director-General Dr Piet van der Merwe said

The struggle for recognition and rights was not waged solely on the shop floor and in the industrial court in 1983

The historic Appeal Court judgement in June, whereby migrant worker Mr Mehlole Tom Rikhotso won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country's 80 000 contract workers

New labour legislation was scant in comparison to previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May 1984. The Human Sciences Research report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pinpointed government concern

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April

In probably the most politically significant development within the worker movement this year, while individual trade unionists and a sample of trade unions indicated their

support for one or other organisation, there was no direct affiliation

Instead, the feeling among Fosatu, and to a lesser extent the Council of Unions of South Africa (Cusa) has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tackled behind closed doors and attempts to reconcile inter-union differences are continuing

State interference in labour matters continued to follow the repressive trend established in recent years, with the Ciskei government emerging as the arch villain

#### CONTENT

Not content with the repeated detention and harassment of South African Allied Workers' Union and General and Allied Workers Union officials at the start of the year, Ciskei banned SAAWU outright in September

Finally, South Africa's oldest and largest union federation, the Trade Union Council of South Africa, Tucsas, moved away from the centre stage during 1983 to take up a position in the wings of labour relations

#### PRAISE

The council's annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tucsas's relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions

This was primarily the reason for the withdrawal of the largest union in the country, the SA Boilermakers' Society, from Tucsas in November



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# Unions and the UDF question

**TWO DOMINANT** ideologies in the black community are going on an all-out campaign to politicise unions along their own thinking. **JOSHUA RABOROKO** talks to Patrick "Terror" Lekota, UDF publicity secretary on the campaign to have as many unions as possible to the PD (Progressive Democrat) line and join the UDF. Tomorrow he looks at the BC (Black Consciousness) unions.

The controversy of trade unions aligning themselves to political organisations has assumed a sharper focus in South Africa recently. This controversy seems to have been sparked off and highlighted by the formation of the United Democratic Front — an organisation seeking to co-ordinate a wide spectrum of organisations previously acting independently. Since its inception last year there has been debate among trade unions, especially emerging ones, on whether or not to affiliate to the organisation. Some unions have argued that there is a very thin line that can be drawn between political and labour issues, whereas others have expressed views to the contrary. UDF's publicity secretary, Mr Mosiuoa "Terror" Lekota explained the position by

He said once a union has joined UDF it retains its independence. It cedes the independence only in regard to opposition to the constitutional proposal and the Koornhof Bills.

However, Fosatu's general secretary, Joe Foster has different ideas on trade union affiliation to the UDF. He believes that Fosatu comprises people who have different political ideologies and making them affiliate to any political organisation might pose a problem.

"We support any organisation that fights apartheid, and other horrid laws, but we cannot find ourselves affiliating to any of them. We have opposed the new constitution, supported the stayaway, condemned detention."

One of the country's biggest emerging trade union federations, Council of Unions of South Africa (Cusa) has also pledged solidarity to the UDF in their fight against the new constitution, but was not affiliated to the organisation as such.

The Media Workers' Association of SA (Mwasa) was forced to split regarding the question of affiliation to the UDF.

"middle class" people and workers find it difficult to participate.

He conceded this, but said that workers must join to give the UDF direction and make their voices heard.

Asked whether affiliation to the UDF may not sway the political thinking of workers, he answered that the organisation has not forced any union to join. Every union will consider whether or not to join and the democratic processes within the unions will take their course.

He added that the dis-



**Mr TERROR LEKOTA:** Workers' participation in the UDF important.

unity among unions is disappointing. UDF has sent a letter to the feasibility committee giving solidarity to the unions in their search for unity.

### Organised

"We also stated that workers must be organised beyond the factory and need to form an alliance with other classes and that the UDF is the best forum for this."

Referring to individual membership by workers, he said that the problem with a "loose affiliation" was it would not be easy to co-ordinate and mobilise the people. The situation would be greatly improved if unity on the factory floor and unity in the communities could be achieved.

"It will thus be easier to take actions and to take decisions if the trade unions had already formed themselves into a single federation."

saying that the UDF is an alliance of workers, youths, church, sporting organisations and so on.

"The UDF is an alliance specifically in opposition to the constitutional proposals and the Koornhof Bills. It is an umbrella body seeking to co-ordinate organisations previously acting independently," he explained.

He added that they were not satisfied because they have not received as much trade union support as they had hoped for, "however we see the participation of workers in the UDF as important."

"The more workers that come in the closer we are to gaining a truly national character. South Africa is still under colonial conditions and the struggle against imperialism is a struggle against capitalism. For this reason the working class must provide the backbone of the struggle."

### Non-racial

Mr Lekota said that by "national character" he meant that UDF was a non-racial organisation — which means that they embrace all races and bring together all classes.

The presence of workers and middle classes in the UDF was discernable, but a significant section of the working class in some major trade unions still remains outside their fold.

Asked whether whites have a contribution to make in the struggle, he said they have, because some have shown their rejection of the apartheid laws, such as influx control, mass removals and have even refused to join the army.

However, he continued, he saw other unions taking up political issues as well after workers have turned to them. He added that to link to the community-based organisations is not to "sell-out." The UDF could be used to fight these issues directly.

He added that some criticism has been levelled by some of the independent unions that the UDF is dominated by

RJM 26/11/84 (134) ~~134~~ ~~134~~

# Consumer power developing into a major weapon

LABOUR WEEK by PHILLIP VAN NIEKERK

IT was clear from the recent boycott of Simba products that the use of consumer power is developing into a major weapon for emerging unions.

Now it seems that the use of trade union power is developing into a major weapon for consumers.

Workers at Anglovaal's Hartebeestfontein mine near Klerksdorp, who have recently joined the National Union of Mineworkers, have organised consumer boycotts of local taxis and trading stores.

Claiming that they are "being robbed", the workers have decided to exert their organisational muscle to deal with soaring prices.

The workers say the shops near their hostels have been overcharging and selling rotten food and that shopkeepers have been rude and insulting to workers.

So worker delegations have visited shops in the area to express their complaints and hand out lists of prices which they say the shops should be charging.

They have also launched a boycott of the local taxi association for allegedly overcharging them for trips into Klerksdorp and have approached a rival taxi association for transport.

It is not surprising that the organisation of this form of consumer action should take place in migrant worker hostels where the workforce makes up a community on its own.

In these circumstances, trade union action is almost automatically community action

and it becomes difficult to draw the line between shop-floor issues and shop-customer issues.



SUN. Times 25/11/84

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## NEWS ANALYSIS

# Stay-away a futile war, says Nic Wiehahn

By BRIAN POTTINGER

AMID the turmoil of union organisation and disorganisation precipitated by the events of recent months there remains at least one person whose optimism is undiminished.

Professor Nic Wiehahn, father of the country's new labour dispensation, believes the country has endured worse before and has survived.

Now head of Unisa's Business Leadership School, the man whose name is synonymous with the dramatic changes in industrial relations since 1979, took time out to share some views on the state of the country's industrial relations.

For one thing he is optimistic about the future. And secondly, he does not regret the pioneering moves he initiated in 1979 which led to the recognition of black trade unions.

### Move to moderation

His response to the significant decision of the Federation of South African Trade Unions to take part in this month's two-day stay-away

"My sense is that this should not be seen as a growing trend towards politicisation of the unions. One must accept development in the unions and the fact that some will become more radical.

"It is known all over the world that trade unions are

choice between what was safe and what was dangerous.

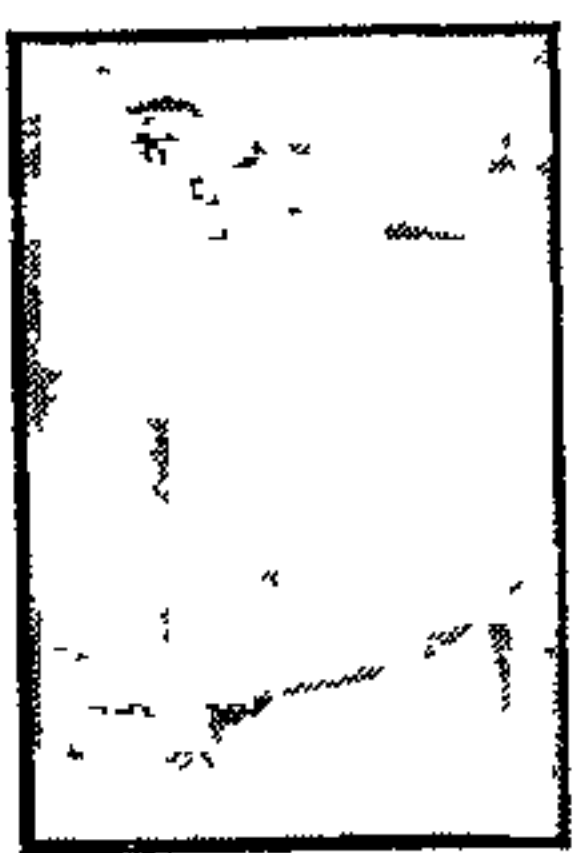
"It had become a choice between what was more dangerous and what was less dangerous."

At least six major factors underly the need to change the laws, the lack of immigrants, decline in white birth-rate, the multinationals' pressure for change, the slow internationalisation of the trade union movement, the dangers of exploitation of the situation by radicals and, lastly, the political developments around South Africa.

"We are no longer Robinson Crusoe living on an island. We are part of a world which is getting smaller and smaller. Had we not changed the laws, we would have had a monster even more vicious."

Professor Wiehahn sketched a situation in which the entire black work force would have turned against the country.

"We would not have had a single, intelligent, thinking



Unlike a number of others, Professor Wiehahn does not believe the new constitution itself has forced a deterioration in industrial relations in the country. The labour dispensation had developed its own momentum.

### Choice of dangers

Has he created a monster which is now difficult to control?

"Had we not taken the steps we did we would most certainly have created a monster," he says.

The position at which the country had arrived in 1979 was no longer a simple

black person with the desire to preserve the system — not one."

But he admits there are certain areas of concern.

In the first instance there appears to be a growing internationalisation of the black trade union movement rather than the development of an indigenous South African character which the commission advocated.

### Unfortunate amendments

The second was the indications of Government re-entry in the industrial relations set-up. The legislative amendments to the scope of the Industrial Court recently were "unfortunate".

### Professor Wiehahn — Still optimistic

Government attempts to define an "unfair labour practice" — the subject of an ongoing debate inside the Industrial Court — were also unfortunate.

"The court should be allowed on the basis of equity to develop its concept and in that way stimulate the development of the labour law system."

Professor Wiehahn was cautious about commenting on detentions of trade union members.

"The bottom of the balance sheet must show one is either in the red or in the black. Again it is very much a question of not what is safe and what is dangerous, but what is more dangerous, and what is less dangerous."

## ON THE TURMOIL ON THE LABOUR FRONT

THE black political tumult following the introduction of the new constitution has led to a radical shake-up in traditional strategies within the trade union movement.

Caught most firmly in the vice of the new pressures — black frustration on the one side and white intransigence on the other — is the powerful Federation of South African Trade Unions (Fosatu)

Earlier this month, the Federation took the unusual step of supporting a political work stay-away called by a number of community and other organisations under the umbrella of the Transvaal Regional Stay-Away Committee

The police raid on Sebokeng, supported by the SADF, has been offered as the ostensible reason for the Federation's decision to ally itself with community organisations in this highly-political action

But fierce pressure from the seething black membership was the main factor

In the wake of the polarisation created by the constitution, the union has come under intense pressure to abandon its traditional policy of concentrating on shop-floor issues

Now it has finally made the change and the crucial question being asked is whether this implies a growing Fosatu role in overt political resistance to the status quo — an ominous development for the state and employers

Fosatu's basic philosophy was spelt out by the Feder-

# Constitution frustrates black unions

ation's president, Mr Joe Foster, in 1982

He argued against the affiliation of unions to community-based political organisations, as was practised by the black consciousness-aligned unions

Instead, he argued for concentration on shop-floor issues so as to build a durable base while at the same time developing "working class politics".

### Increasing pressure

Since then, however, there has been an explosion of community-based political organisations — enhanced by successes achieved by the Anti-Republic Day Committee of 1981, the Anti-Sak Committee and others

Rents, services, squatter removals, bus tariff hikes and numerous other issues have served as sore points around which the community-based political organisations have been able to build their strengths

Fosatu's attempts to remain sympathetic to these struggles, but not directly involved, came under increas-

ing pressure from the rank-and-file membership who could not see how shop-floor issues could be separated from the political situation in which they were forced to live.

The formation of the United Democratic Front in 1983 exacerbated the problem.

While some of the general unions joined UDF or its black-consciousness equivalent, the National Forum, Fosatu, held rigidly to the view that organisational and other problems made it difficult to affiliate, although they were sympathetic to the aims of the organisations

At root was concern that the trade unions — vanguard of the workers' struggle — would be submerged in a loosely-defined organisation which included middle-class and merchant elements

Fosatu's refusal to affiliate led to increasing tensions within the organisation

In July this year, one of the most prominent of the Fosatu unions, the Metal and Allied Workers Union, split over this issue

A breakaway section established its own unions and attempted to hijack East Rand factories

One of the reasons offered for the breakaway was that the Fosatu leadership was "not political enough"

But the events since the implementation of the constitution have resulted in a speeding up of the political dynamics within which the unions work.

Although Fosatu condemned the new constitution and the August tricameral elections, it did not embark on any overt political action.

But the black unrest in the townships, and in particular the deployment of the army in Sebokeng, appears to have been the final straw precipitating the union into support of a political action

But whether it will continue taking part in such political demonstrations is not certain.

The union itself maintains that its basic strategies have not changed and that it re-

### Strategies unchanged

mains sympathetic to the broader-than-workplace issues

But the recent detentions of its leaders and the internationalising of the dispute could push it into an even tougher stance.

Professor Roux van der Merwe, head of the Volkswagen Chair of Industrial Relations at the University of Port Elizabeth, does not detect a dramatic radicalisation or politicisation of the Federation

"It is reacting to the very unusual circumstances created by the constitutional reform process," he said.



# Foolish move politicises the black trade unions

STAR 21/11/84 (134)

Mr Lous le Grange has described the current wave of unrest in the black townships as more serious than the 1976 Soweto disturbances. For once I agree with him.

The unrest is not yet as widespread as it was in 1976 and the casualty figure is still lower. Mr le Grange said last Thursday that 130 people had been killed (another three have died since then), while the official death toll for eight months of unrest in 1976 was 575.

But the conflict this time is more the result of pointed political action, less the spontaneous outburst of rage which erupted in the Soweto schools eight years ago.

Many of the protests have been planned and there is a basis of political organisation in the form of co-ordinating committees which have brought together a wide range of organisations in the black community, the most important being the United Democratic Front.

As Mr le Grange has noted, there are many more adults involved this time. It is not just a youth rebellion.

There are several other important differences as well.

One is that the black trade union movement has become involved for the first time, which could lead to the political mobilisation of our racially defined working class.

Until now the most important unions have resisted repeated attempts by black political organisations to draw them into the political struggle. They seemed determined to concentrate on improving the wages and working conditions of their members instead.

Now, by its heavy-handed actions against the unions, the Government has gratuitously done what the black politicians could not. By detaining leaders like Mr Chris Dlamini, the president of Fosatu, and Mr Piroshaw Camay, the general-secretary of Cusa, the Government has politicised the black union movement at a stroke. It is something it will live to regret. Future historians may well record it as the single most foolish action in 36 years of nationalist rule.

The protest strike of November 5 and 6, which prompted these detentions, was itself enormously significant. Prompted itself by the heavy-handed Sebokeng raid of October 23,



it was by far the most successful action of its kind that has been staged in this country.

This shows that, with unionisation, blacks now have the ability, and the willingness, to inflict serious damage on the economy to further their struggle for political rights.

The unrest also has the makings of a constitutional crisis. With the new constitution barely in place, it has been stripped of legitimacy by the massive boycott of the coloured and Indian elections in August and now by the evidence that it has accelerated the alienation of the Africans.

It has virtually wiped out the system of black local authorities which the Government has established in the townships, and which were to have formed the basis of the next phase of its constitutional development.

The Government has been working towards the idea of creating a national council for urban blacks, based on these township councils, which could be given authority over urban black "own affairs" and also be slotted in beside the "homeland" governments in the confederal framework of the envisaged "constellation of Southern African states."

This would complete the "neo-apartheid" constitutional structure.

But the township councillors, who are despised as "collaborators" in their communities and often live in conspicuous luxury, have been pri-

mary targets during the unrest. Seven have been killed. Their houses and businesses have been put to the torch. Many have resigned and others have fled. According to one authoritative source, only four of the 22 councils in the affected township are still functioning.

I do not know how the Government can restore that structure. There will be no takers for these jobs. Only a few days ago elections to replace Heidelberg's Ratanda Council, which resigned en masse, had to be postponed because there were no candidates.

The only alternative would seem to be to go back to direct rule by the white administration boards, but if the Government does that it will block its own constitutional plans.

Has the unrest reached the level of a revolution? No. It is still too directionless to be called that, but it has more direction to it than the 1976 upheavals, and if the Government continues to refuse to give blacks a role in the central government, so that their grievances and aspirations can be democratically expressed, then the next outbreak will doubtless have more direction still.

● Allister Sparks, a former editor of the Rand Daily Mail, writes this regular column and reports for several overseas newspapers.



Academics predict that organised labour will tackle more political issues in future

# Unions agitating for socio-political reform

The stay-aways crystallised the central contradiction of State policy — the "liberalisation" of the industrial relations system without meaningful political and social change

Hitherto the major trade unions have focused on factory floor issues, avoiding involvement in more overtly political issues

The State's failure to adequately respond to the educational demands of the students and the growing crisis in the townships have propelled the trade unions beyond the factory floor

In spite of the recession, workers were willing to risk their jobs by taking part in the stay-away — even when faced by management threats, as at Sasol

The State's response — the sackings at Sasol — is forcing the trade unions to take further action, such as the proposed call for a black Christmas consumer boycott — leading to further politicisation

According to a recent Fosatu Press release "The long-term implications of the stay-away could include more invol-

vement of the unions in political affairs"

The Government's failure to respond to the crises in education and in the townships undermines its own reform initiatives and in particular the industrial relations structures created in the post-Wiehahn period

The stay-away brought together the major opposition forces to apartheid in the Transvaal — groups which had not previously worked together

They share certain distinctive features. They are mass-based organisations drawing predominantly from the working class (unions, student organisations)

The stay-away was successful because it rested upon democratic

This is the second in a two-part analysis of the Transvaal stay-away mounted by organised labour, civic associations and student bodies on November 5 and 6. The stay-away was monitored by the Labour Monitoring Group, a committee of six labour academics who here draw conclusions and comment on implications of the political protest action.

Grassroots support and organisation

It was because of the deep roots of the unions in working-class communities that they responded so rapidly to the requests of the students

And it was their highly organised and democratic structures which made it possible to mobilise at such short notice for the stay-away

One important implication of these new forms of trade union organisa-

tion is that any policy of repression, of attempting to "behead" these organisations by detaining leaders, is much less likely to be successful

This new alignment has involved a further polarisation of extraparliamentary oppositional politics

Chief Gatscha Buthelezi's vocal opposition to the stay-away call distances him even further from the mainstream of opposition in South Africa

Where strong trade union organisation and community/student organisation coincided, the stay-away was most successful. It may be that

the relatively weaker response in Soweto reflects less correspondence between working class and community organisation, and the class profile of the area is more varied

Similarly, the non-participation of commuters in Brits and Pretoria indicates the absence of community organisation among commuters

Where the stay-away was most intense (the Vaal, East Rand and Atteridgeville), school attendance was also negligible and student organisation was strong

As Diamini put it, workers readily identified the demands of the SRCs with their own struggles for independent representation in the factories

WEAPON

The decision to resort to stay-aways reflects the absence of political rights for blacks — the vote, freedom of speech and association

For as long as blacks are refused access to political power, the stay-away will re-emerge as a weapon

Nonetheless, stay-aways remain essentially demonstrations of power

By members of the Labour Monitoring Group Dr Bill Freund African Studies Institute Wits University, Mr Stephen Gelb African Studies Institute Wits University, Dr Jon Lewis South African Labour Bulletin Mr Mark Swilling Department of Political Studies Wits University, Mr Graeme Simpson Department of His-tory Wits University Professor Eddie Webster Department of Sociology Wits University

In the past the State has responded to such demonstrations of power in a repressive manner with the result that legitimate protest has been forced underground or into exile



Room 20/11/84 (134) 1522

# Le Grange pulls trade unions into political arena

By PHILLIP VAN NIEKERK

IF Mr Louis Le Grange had set out to draw black trade unions further into the political arena he could not have done better than detain their leaders under security legislation

At least 17 unionists — including Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa) and Mr Chris Dlamini, president of the Federation of South African Trade Unions (Fosatu) — are now being held without being charged

Several of them have been held since June — months before the two-day stay-away.

Mr Le Grange made it clear last week that some form of trial connected with the stay-away is envisaged by the Government.

But — as even business leaders have pointed out, in quite strong terms — the Minister of Law and Order's way of going about things is remarkably short-sighted

For business, the arrest of Mr Camay came just as negotiations had begun with him and other union leaders to stave off a second stay-away, which (at present, unsubstantiated) rumour has it is due to happen in the next few weeks

In a time of deepening protest by the black community, there is immense pressure on the residents of the townships to use every available way open to them to express their political frustration. There is pressure on the unions to act as vehicles for these grievances.

The Government has been warned for years that politics could surface on the shop floor if labour reform was not accompanied by genuine political reform

The massive show of support for the stay-away was more than a sign of the new-found clout of the emerging unions. It left one in little doubt of the political sentiments of South Africa's black workers

Thus, until there is real movement on the political front, it seems likely that expressions of black political grievances will increasingly be seen in the labour field

Mindful of the damaging effect a week-long stayaway could have on the economy, the private sector has been treading a delicate path in acting to prevent one

It is becoming commonplace to add that locking away responsible union leaders — such as Mr Camay and Mr Dlamini — will not solve any prob-

lems but probably escalate the situation

The two-day regional stayaway mounted by trade unions, civic associations and student groups on November 5 and 6 in the Transvaal ushered in a new era in protest politics. The Labour Monitoring Group, comprising six top Johannesburg academics, compiled an analysis of the stayaway, its impact and implications. This is the first of a two-part series on the analysis.

# The stayaway . . . a new

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The successful two-day stayaway of black workers in the Transvaal is not simply the re-emergence of past forms of opposition

It marks a new phase in the history of protest against apartheid, the beginnings of united action among organised labour, students and community groups with unions taking a leading role in comparison with

past stayaways this was by far the largest. Precise calculations are extremely difficult

Adopting the figure of an average 60 percent stayaway in the PWV area (this being the consensus figure of employers and the media), then anything up to 800 000 and certainly not fewer than 300 000 took part. The numbers are considerably more when one

includes about 400 000 students who stayed away from school.

The significance of this stayaway in comparison with the student-led stayaways of 1976 was the active involvement and leading role of organised labour. Most unions over the last 10 years have been preoccupied with building organisation on the shop floor and have es-

chewed overt involvement in issues beyond the factory

It is a measure of the extent of the crisis in the townships that these unions responded so rapidly to the students' call for support. Three localised stayaways have already taken place in the Transvaal since September. During this period the beginnings of a working

relationship between community and student organisations and the trade unions were formed in the Vaal and East Rand townships

The elements of this relationship first came together during the Samba Quux boycott campaign launched from Tembisa in August. On September 3 a successful one-day stayaway took place in the Vaal to protest against rent increases.

By contrast the stayaway called by the Release Mandela Committee in Soweto for September 17 ended in confusion

As unrest spread and the education crisis intensified, the Congress of South African Students initiated a series of parent-student meetings on October 10 to elicit support from workers and the wider community.

This was followed on October 14 by a meeting of 4 000 people in kwaThema to establish the kwaThema Parent-Student Committee. This consisted of 10 students and 10 parents.

Many of the parents are active trade unionists, including Chris Dlamini, President of the Federation of South African

W d o S C a i p r e d e w to e se fa sa Sa w shi the wo



# ... a new phase

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President of the  
Federation of South African  
Trade Unions, now  
in detention

It was this committee  
which organised the highly  
successful stayaway in  
kwaThema on October  
22

A further local  
stayaway was envisaged  
for October 29 if student  
demands were not met.

This action, however,  
was to be overtaken by  
events.

The momentum built  
up in the kwaThema  
stayaway prepared the

way for a larger regional  
action

The Transvaal Regional  
Stayaway Committee  
was formed on October  
27 following approaches  
made by the Congress of  
South African Students to  
the trade unions

The committee includ-  
ed members from political,  
community and  
youth organisations and  
from the trade unions

It was this committee  
which called for a two-  
day stayaway in support  
of the following demands

- Democratically-elected  
Student Representative  
Committees

- No age limit on second-  
ary education

- Abolition of corporal  
punishment

- An end to sexual har-  
assment of female stu-  
dents

- Security forces to be  
withdrawn from the  
townships

- Release of all detain-  
ees

- No increases in rents,  
service charges and bus  
fares

- Reinstatement of  
sacked workers from  
Simba Quix.

The last demand, a  
work-place demand,  
shows the continuity with  
the previous period

In the event the Simba  
workers achieved their  
goal before the two-day  
stayaway began.

★ ★ ★

In our attempts to  
monitor the the stayaway  
we sought to investigate  
the relationship of trade  
union organisation to the  
size of the stayaway

Using the Saldru Di-  
rectory of Trade Unions  
as our data base, we  
phoned every firm in the  
PWV area which had a  
recognition agreement

with an independent  
union

We spoke to 71 of these,  
with only six refusing to  
talk to us

Our findings were  
● Unionised factories  
gave overwhelming sup-  
port to the stayaway; 70  
percent of our sample  
had a stayaway rate of  
over 80 percent

● These unionised fac-  
tories were concentrated  
on the East Rand and the  
Vaal, the areas where the  
stayaway rates (as indi-  
cated by management  
groups) were highest

The poor showing in  
Pretoria reflects the lim-  
itations of our sample  
group

★ ★ ★

We know from other  
sources that the  
stayaway in Atteridge-  
ville was almost total

However, commuters  
from the neighbouring  
homeland came to work  
in Pretoria as normal

A similar situation oc-  
curred in Brits with loca-  
tion dwellers supporting  
the stayaway and com-  
muters working normal-  
ly

● All sectors where  
unions were present were  
equally affected

Mining was an excep-  
tion where lack of parti-  
cipation was probably  
due to their isolation  
from the townships and  
the aftermath of the re-  
cent strike

● There was no weaken-  
ing of the stayaway on  
day two as had been anti-  
cipated by some observ-  
ers 56 percent of estab-  
lishments maintained the  
same level of stayaway  
for two days, 20 percent  
weakened and 24 percent  
actually intensified on  
day two

In the past, extended  
stayaways have failed,

such as the call for a  
five-day stayaway in No-  
vember 1976 which sim-  
ply petered out.

● There seems to have  
been no significant differ-  
ence in the participation  
of migrants and township  
dwellers

In nine of the 71 estab-  
lishments surveyed, mi-  
grants were a significant  
proportion of the work-  
force

In five of these there  
was a 90 percent-plus  
participation in the  
stayaway

Secondary evidence  
and interviews later con-  
firmed these findings

● None of the employers  
interviewed envisaged  
disciplinary action

The most common re-  
sponse was to deduct  
wages for the two days'  
absence

Some employers treat-  
ed it as paid leave

Others, more sympa-  
thetic, accepted em-  
ployees' accounts of in-  
timidation and paid wages  
in full

There is later evidence  
of dismissals in smaller  
unorganised factories

● *Labour Monitoring  
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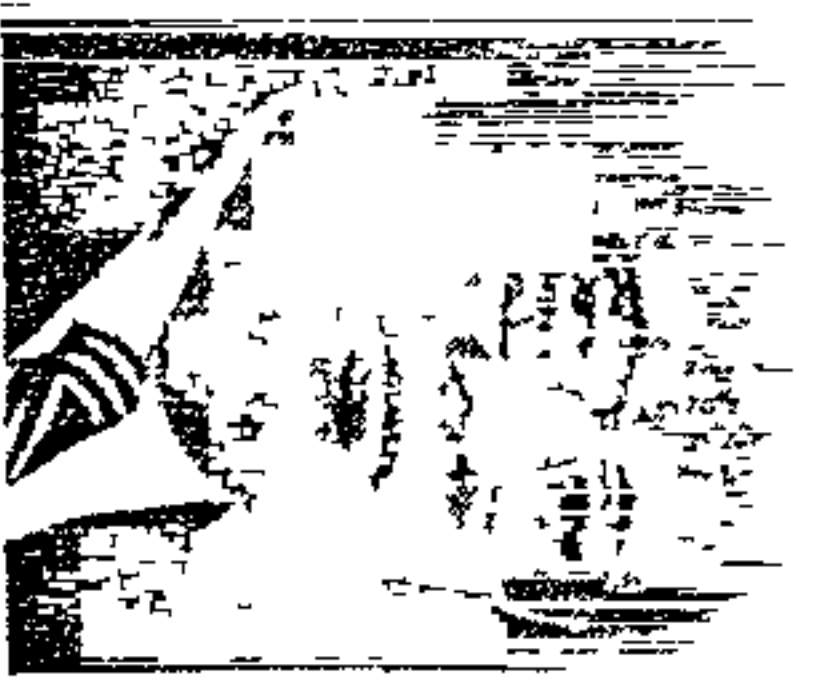
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ster, Department of So-  
ciology, Wits Univer-  
sity*

**TOMORROW: Conclusions and future implications.**



29/11/84  
Ske

(134)



Mr Dirk Mostert... justified sackings

# Sasol sackings raise crucial labour issues



Minister Schoeman... no "outside" unions

While rubbish piled up in Johannesburg's streets during the winter months of 1980, a struggle was being waged which was to set the stamp on the State's handling of the new style of black trade unionism

For Joe Mavi's Black Municipality Workers' Union (BMWU) the lesson was a hard one

After the initial success of the strike by 10 000 of the city's black workers, 1 350 were dismissed and bussed back to their homelands, and the month-old union effectively crushed

The municipality admitted backing and favouring the Union of Johannesburg Municipality Workers — to the extent that the in-house union was registered and recognised with only 40 paid-up members

It had a signed-up membership of 2 000 out of a potential 15 000 — hardly representative.

Labour consultants and commentators were critical but understanding of the reactive way the management committee had handled the strike.

It was, after all, not long after the implementation of the Wreahahn Commission's recommen-

dations, and it was a reaction more typical of the times than anything else

In September 1982, South African Transport Services (SATS) peremptorily fired 423 East London railway dock-workers for staging a go-slow

In an attempt to pressure SATS into talks with the non-racial General Workers' Union

The Minister of Transport, Mr Hendrik Schoeman, made it blatantly clear at the time that "outside unions" were not welcome in SATS and would never be recognised — not as long as he was Minister

The premise for the dismissal was that SATS was an essential service and already had staff associations that could adequately articulate the needs of the massive 240 000 worker force.

But it was arguable at that stage whether the newly-formed Black Staff Association (BSA) — a "sweetheart" in-company union — was voicing the needs of its members.

Wages, working conditions and benefits of black SATS employees have traditionally been unilaterally decided upon

The mass firing of some 6 000 Sasol workers this month has raised crucial questions about the role of the public and parastatal sectors in labour reform in South Africa. CAROLYN DEMPSTER reports.

by the State, and the advent of the BSA did not alter this fundamentally.

In any event, SATS took a hard line on the issue in spite of Minister of Manpower, Mr Fanle Botha's open criticism of "sweetheart unions" and the new spirit of enlightened labour reform

Less than six months after the mass dismissal, the Conditions of Employment (SA Transport Services) Act was passed

By law all public sector employees are excluded from the provisions of the Labour Relations Act, cannot go on strike and are not afforded many of the protections which private sector employees enjoy

The Act took this even further Black, coloured and Indian SATS employees are openly discriminated against — they do not enjoy equal rights accorded to whites

relations in the private sector, the hard-line stance adopted by Government and parastatal organisations is seen as counter-productive and a growing threat to labour reform

Sasol this month vigorously denied the Government had any say in the firing of some 6 000 black workers

Yet the fact remains that until it went public in 1979, Sasol was State-controlled, and today seven out of its 11 directors are State-appointed or have strong Government links

Sasol workers, unlike public sector employees, are subject to the provisions of the Labour Relations Act

At the time of the stay-away, the corporation's senior general manager, Dr Dirk Mostert, justified the mass firing as "morally right," but the action has drawn sharp criticism from private sector industrial relations practitioners.

"Industrial relations is a game of consequences and social and political issues are a part of the process," said Mr Mark Anstey, director of the Institute of Industrial Relations. "A dismissal of workers at that level is a political act, and I would not be surprised if it invited a political response"

Industrial relations consultant Mr Gavin Brown views the action in terms of tolerance thresholds. "I think Sasol made its point very clearly — that there are some sectors of the economy where latitude will not be allowed. The public and parastatals have a very low tolerance threshold"

But it is becoming increasingly obvious that the public sector and parastatals simply cannot afford to pursue a hard or intolerant line

In February this year, 600 Groote Schuur Hospital workers participated in work stoppages over wage demands — an action initiated by the hospital workers themselves

Labour Bulletin researcher Mr Marcel Golding quotes one of the striking workers

"The authorities are spending millions on this new Groote Schuur project, yet they cannot pay their existing staff a living salary. We cannot survive. And when we talk they don't listen. We are forced to take action."



# Unions set to join politics

## Schlemmer

By JOSHUA RABOROKO

BLACK trade unions have a major role to play in bringing about political and social change in South Africa, and many are likely to be politically radical.

This was said by Professor L. Schlemmer, head of Centre for Applied Social Sciences at the University of Natal, who said that they will have to be so because of the apartheid laws, including the influx control and the migratory labour system in the country.

Professor Schlemmer also commented on his findings regarding the attitude of black workers towards foreign investment by repeating that the majority of urban black workers were in favour of investment and supported the banned African National Congress (ANC).

He had conducted research in the wake of the controversy on whether investment or disinvestment was seen as means of bringing about change in the country. This was published several weeks ago.

The disinvestment issue is being hotly debated locally and overseas where anti-apartheid groups have advocated disinvestment and economic

want more job opportunities in the urban areas. The migrants have no political power which the unions will have to fight for in the future," he said.

Already, he added, there were black trade unions which were affiliated to political organisations like the UDF. This showed that they will have to play a role in political issues in the future.

However, he did not see black unions playing a major role in major political issues because he believed different blacks have different views, although they all detested the apartheid laws.

"I believe that black trade unions should participate more in industrial relations and lesser-political issues in order to bring about pleasant results for their members," he continued.

### Investment

Reverting to the issue of investment, Professor Schlemmer said that he interviewed workers in the Pretoria/Witwatersrand/Vereeniging, Port Elizabeth and Natal areas. They were mostly unskilled, semi-skilled workers and trade unions.

From the interviews it emerged that over 70 percent supported for-

eign investment mainly because they wanted jobs, training, job opportunities and security.

Generally they favoured local companies to overseas companies while they abhorred the discrimination that takes place at factory floors. They maintained that whites received more money, better job opportunities and were favoured by most managements. People supported the ANC as the body

they thought will eventually liberate them. He was surprised, during the interviews to note that many people believed in disinvestment.

"However," he continued "I am aware that there are people who advocate disinvestment and that these will not be because of the laws of the country."

He believed that unions should use the Industrial Court when ever possible.

"I see more black trade unions taking part in political issues in the future because of laws which restrict black movement. The migratory and influx control laws have been a thorn on the flesh of many workers

"The migratory labour system exploits many black workers who feel insecure and

sanctions against South Africa

### Influx

Professor Schlemmer said that black trade unions were geared to engage in industrial issues and micro-political affairs such as influx control, transport, housing, fares and recreational facilities for their members

They also have "very little" role to play in the political affairs such as fighting for citizenship and constitutional matters, although, he noted, most unions which supported the United Democratic Front had urged workers not to vote in the recent coloured and Indian elections

Trade unions have also indicated their participation in politics when they launched campaigns against the white referendum which was followed by the elections and subsequently the tri-cameral parliament.



PROFESSOR L. Schlemmer.

Mercury 27/9/84 (134)

# 'Political changes could come from shop floor'

Financial Editor

**RADICAL** revolution from the trade unions was not likely 'yet, or easily' Mrs Kate Jowell, senior lecturer at the Graduate School of Business at the University of Cape Town, said last night.

She was speaking to GSB graduates on the role of managements, trade unions and politics.

Revolution would not come unless 'work-place politics' pressure was met by ignorance and intransigence from business and the State and 'we reach a state of war on the shop floor too ghastly to contemplate.'

Mrs Jowell considered that change in the wider political and social sphere would be brought about as a side effect as unions pursued their main activity of improving basic working conditions.

## Citizens

Government had moved to grant black workers 'industrial citizenship' and the contradiction of not granting political citizenship to black workers as well would have to be resolved.

Mrs Jowell said that Government was actually setting in motion some of the changes in society it was unable to do politically if it wanted to stay in office.

The inclusion of black workers in labour legislation and the ensuing collective bargaining had done 'something remarkable for race relations in this country because it is forcing people of different races to sit round a table to work out common problems, a practice which is totally foreign to most of them'

## Labour

Some unions might disregard the established institutions of labour relations, forcing management to do so and forcing Government to 'change its laws and policies to accommodate a changed system.'

She said that this had already happened with strikes

changes in Pretoria

A case in point was the National Party agreeing to the 99-year lease in the Western Cape because business was not prepared to build homes on the 30-year system and it was crucial, in these difficult times, to build homes

Of the 900 or more strikes that had taken place in the past three years only two or three were legal and only a handful of people were prosecuted for breaking the law in that way

There was much talk of de-criminalising strikes, 'which shows a powerful group of people — voters or non-voters — have ways of influencing the course of events that fall short of throwing bombs and burning buildings'

Workers were acquiring allies among the more enlightened businessmen who have power and political muscle to press for



364/A (134) star 30/8/84

All quiet on  
school front as  
pupils return

By Eugene Saldanha

Classes at Indian and coloured schools throughout the country have returned to normal after two weeks of protest by pupils over the tricameral elections

Spokesmen said today no incidents had been reported, though the future of Indian pupils who were suspended was still uncertain

The Director of Indian Education, Mr Gabriel Krog, is due to make a decision next week

At the University of Western Cape, classes returned to normal today after a two-week election boycott protest

An SRC spokesman said a meeting would be held later today to discuss procedures

Officials of the Cape Department of Education and Training have received reports of sporadic unrest at several schools, though most pupils have returned

A DET spokesman in Johannesburg said classes in Soweto had returned to normal

In Katlehong and Tembisa and at Minerva High in Alexandra classes have been suspended indefinitely

# Unions slam elections as Govt's failure

Labour Reporter

The Indian and coloured elections for the new tricameral parliament have been discounted as a Government failure by independent unions representing about 300 000 workers countrywide

In a statement released today the six union bodies said it was ridiculous for the Minister of Internal Affairs to take the results of the recent elections as a mandate to go ahead with the new constitution "It is time that this racist government realised that apartheid in whatever guise is unacceptable to the majority of workers," the statement reads

The real democracy practised in the independent unions showed up the new constitution as a farce, it adds

Signatories to the statement are the Federation of South African Trade Unions, the Council of Unions of South Africa, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association

The unions also reject attempts to pin blame for the low polls on intimidation

"The government swung the whole power of the state in support of the elections weeks before it mounted a high-powered publicity campaign urging so-called Indians and coloureds to vote"

In addition to this the Government had set out to harass progressive organisations, culminating in the detentions of more than 100 key activists from these organisations

The unions have called for the release of those detained

Sowetan 21/8/84

# Unions urge boycott

A POWERFUL grouping of independent trade unions has urged workers throughout the country to boycott the coming elections for the coloured House of Representatives and the Indian House of Delegates.

**SOWETAN Correspondent**

The unions, which represent 300 000 workers countrywide, expressed their support for the "opposition by organisations of the people to the elections," which will be held on Wednesday this week and Tuesday next week.

The trade unions called on workers to "demonstrate their rejection of this fraud by not going near the polling booths on these days and where, given time off, to either refuse such time off or to go and remain at their homes."

The 24 unions, which met in Cape Town at the weekend for talks on a new national union federation, include affiliates of the Federation of SA Trade Unions and the Council of Unions of SA, as well as the Commercial, Catering and Allied Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union and the Food and Canning Workers' Union.

(News by P Green, 122 St Georges' St, Cape Town)



## Bill 'encourages total registration'

**HOUSE OF ASSEMBLY.** — The "ideal" of total registration of trade unions would be encouraged by the Labour Relations Amendment Bill, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

The bill, which went through its final stages in Parliament yesterday in spite of the opposition of the Progressive Federal Party and New Republic Party, will limit the power of unions which do not comply with the minimum requirements of the law to negotiate enforceable agreements with employers.

Mr Du Plessis said the bill would not take away the rights of anyone to act collectively "provided there is compliance with the minimum requirements, as laid down in this law".

Some unions did not want to comply with these requirements but wanted to take advantage of the system.

"The department, and in many case workers in particular factories, do not know the bona fides of those people, yet those people act on their behalf.

"They could be ordinary agitators or people

who have motives other than the advancement of the interests of the employers.

"They could be people with strange motives who want to slip in through the backdoor to achieve certain political objectives by making use

ing their interests.

"In other words there must be protection to the worker and members of trade unions, by ensuring that a discipline is imposed on the trade union," he said.

A principle which was important was certainty



of the machinery which has been introduced into the labour market," Mr Du Plessis said.

The minimum requirements of unions included the duty to keep records and report back annually to their members on how their money was spent, and to spell out their aims in a constitution.

"If such an organization or trade union is restricted by its constitution, then its members will know if the organization is busy with other matters and is not serv-

ing their interests and security and this would be brought about with the bill.

The effect of the measure would be "the realization to a greater degree that we take trade unions and employers' bodies so far that they move closer to the ideal of total registration".

His predecessor had in the past followed a very reasonable path, particularly as both the Wiehahn Commission and the National Manpower Commission had recommended that registration be the absolute minimum condition for a

union to use the dispute-settlement procedure provided in the law.

What had happened, however, was that people who in no way complied with the requirements of the law were entering the collective bargaining terrain.

The bill would protect workers against trade unions which possibly wanted to exploit them and lead them on the wrong road, Mr Du Plessis said.

"Unions such as Tucsa were always in favour of extending rights to black workers and workers of other colours.

"They are today in the kraal. They work within the system.

"Must I now ignore them because there are now a few organizations which say to Parliament they will not take any notice of its law and carry on as they like — to drive on the right-hand side of the road, and if necessary even upside down

"We simply cannot allow it. The whole point of departure of this legislation is to bring about order and discipline and to bring security for everyone," Mr Du Plessis said.

# By denying rights govt 'incites' blacks

CANE TRAILS 22/1/64

(134) (138) (140) (142) (144) (146) (148) (150) (152) (154) (156) (158) (160) (162) (164) (166) (168) (170) (172) (174) (176) (178) (180) (182) (184) (186) (188) (190) (192) (194) (196) (198) (200)

Political Staff

**HOUSE OF ASSEMBLY.** — The government's withholding of genuine political rights from blacks was nothing short of an incitement to them to use other than purely constitutional means to attain such rights, the Progressive Federal Party's chief spokesman on manpower, Dr Alex Boraine, charged yesterday.

Speaking in debate on the manpower vote, Dr Boraine said the government would be well advised to proceed with caution and sensitivity in the "fluid and fragile" labour relations field.

"When we bear in mind that of the nearly nine million economically active persons in South Africa almost two-thirds are black, one begins to comprehend the complexity which has all the potential of a battlefield."

While the overwhelming majority of black trade union leaders saw the struggle for better wages and improved working conditions as their major priority, the government's with-

holding of genuine political rights from blacks put union leaders under enormous pressure, he said.

"They have unbelievable pressure from many of their members who are angry and disillusioned at their continuing third-class citizenship existence," he said.

Dr Boraine said this "pressure cooker" was heating up for a number of reasons:

● The recent legislation which brought about equal taxation had brought about a "shriller and more urgent" demand from black workers for equal facilities for equal taxation, and above all "equal representation for equal taxation".

● The "galloping" rate of GSR had further worsened the already potentially explosive situation "and the ham-handed, clumsy way in which the most recent increase has been handled has not helped either."

"Black workers, who are in the vast majority in the industrial field, have



absolutely no say and no leverage in the corridors of power. No sooner have they negotiated for a relatively small increase, when it is overtaken by increased GSR," he said.

"Many of them are living from hand to mouth and every new increase creates greater desperation and increased pressure on trade union leaders as well as on management."

● The growing activity in the registration and electioneering in preparation for coloured and Indian elections was a daily reminder to blacks that they were excluded from the new dispensation.

● The recession had bitten hard and black unemployment continued to spiral. It had now reached alarming proportions with no sign of the economic recession being eased.

"What is more serious is that so much of black unemployment is not merely cyclical but structural, which means that even if the economic situation should dramatically improve, it does not necessarily follow that the

unemployment situation amongst blacks will improve," he said.

● The ravages brought about by the recent and continued droughts had caused extreme hardships and a further movement away from the rural areas to the cities.

● The loss of South African citizenship and need to move from an independent country on a daily or migratory basis created its own pressures and problems.

Dr Boraine said it was clear that the white population was not able now, nor would it ever be able, to meet the increasing demands of the South African economy without heavy reliance on black workers.

"It is therefore imperative, not only that we should be sensitive and aware in terms of legislation and labour relations, but that until we attend to fundamental political rights for blacks, we are sitting on a time bomb."

"Economic stability is inextricably bound up with political rights."



CAPE Times 16/5/84  
 134  
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# GST: Unions warn Horwood

By RIAAN DE VILLIERS  
 Labour Reporter

TWENTY-FIVE trade unions representing almost 300 000 workers have warned that the shock GST adjustments announced last week by the Minister of Finance, Mr Owen Horwood, may result in industrial unrest.

In a statement issued in Cape Town yesterday, the unions said the list of foodstuffs on which GST would be lifted was "totally inadequate", and rejected the increase in GST on other household goods.

## 'No choice'

The statement said the minister's decision reflected "government contempt for working people".

Workers would have no choice but to recoup losses resulting from the adjustments in wage

negotiations, and, failing that, through collective action.

"This will be the inevitable outcome of the minister's decision," they added.

The unions are those represented on the feasibility committee planning the formation of a new trade union federation later this year. They represent almost the entire emergent trade union movement, consisting mostly of black workers.

Unions involved are affiliates of the Federation of South African Trade Unions (Fosatu), affiliates of the Council of Unions of South Africa (Cusa), the General Workers' Union, the Cape Town Municipal Workers' Association, the Commercial, Catering and Allied Workers' Union and the Food and Canning Workers' Union.

The unions wrote to Mr Horwood shortly before the Budget earlier this year, demanding that GST on foodstuffs be scrapped.

They warned they were "expected to report back to workers on the outcome".

After the announcement last week, spokesmen said the group would study the adjustments in detail before commenting.

Yesterday's statement said the list of foodstuffs on which GST would be eliminated was "totally inadequate".

GST should also have been eliminated on canned and certain processed food and other basic foodstuffs such as rice, tea, coffee, sugar and powdered milk.

The majority of workers did not have access to refrigeration and were obliged to spend a "substantial proportion" of their income on these foodstuffs.

They were not able to store fresh fruit, vegetables, meat, fish or dairy products and so gained little from the elimination of GST on these commodities.

## Pay more

"By virtue of the general increase in GST to 10 percent, workers are now obliged to pay more for most of the foodstuffs they consume," it said.

It pointed out that GST had been increased on a range of other household necessities, including paraffin, candles, soap, clothing and household utensils.

"This is absolutely unacceptable and will certainly strongly influence our attitude in wage negotiations," it added.

● Leading article, page 14

● Savings on GST exemption, page 15

# SWA doc

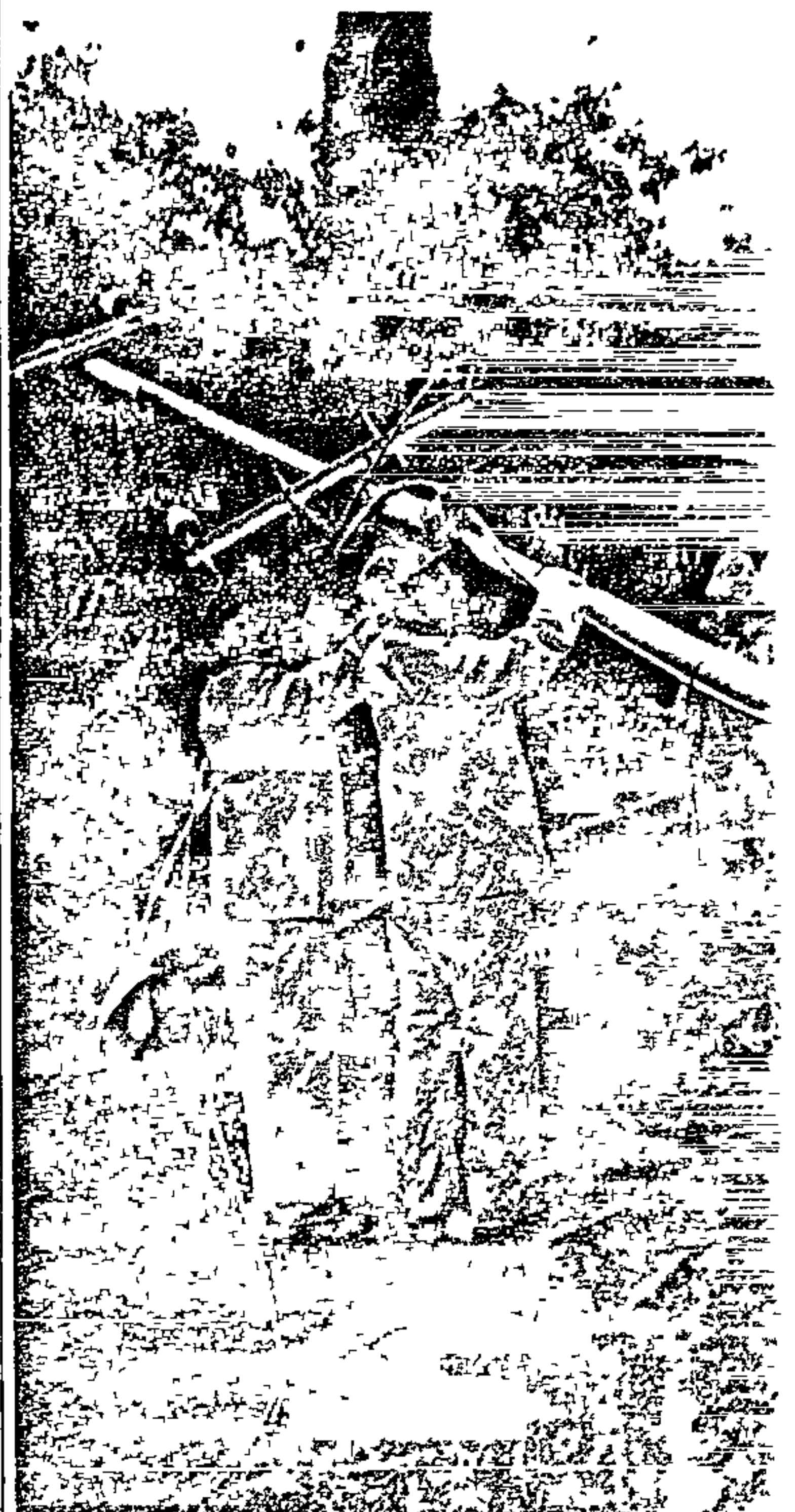
From JOHN BATTERSBY  
 LONDON. — The BBC has contested a surprise claim by the South African Embassy here that a BBC television team, which secretly made a documentary on SWA/Namibia last year, were recalled by the "top management" of the BBC before they were deported.

The claim was made as the opening shot in a new war of words between South Africa House and the BBC following the screening on Monday night of a one-hour documentary on the disputed territory which was highly critical of South Africa's role.

The film was shown to thousands of British viewers on the BBC's Channel 4 prime viewing programme first in the Third Eye series and then in the Third World.

Yesterday the South African Embassy in London said the documentary, "SWA/Namibia — Africa's New World", as "one-sided propaganda for South Africa" and declined to comment on the specific allegations made in the film.

The film, which was directed by Mrs Nora Meehan Bam, a national director of the African National Council of



Workmen repair damaged lampposts in Wynberg, crashed on to a nearby electricity pole. The pole snapped off at the base, were damaged.

## 3-PIECE SUITS

- ★ BEST KNOWN MAKES
- ★ LATEST PATTERNS AND COLOURS
- ★ PLAIN AND STRIPES
- ★ ALL SIZES INCLUDING PORTLY SHORT
- ★ OVER 7 000 SUITS TO CHOOSE FROM
- ★ 500 NEW SUITS ARRIVING WEEKLY

## Worker fired over T-shirt

Staff Reporter

THE dismissal of a worker at Cradock Hospital for wearing a "Free Mandela" T-shirt was yesterday described

## 47 board officials sue Cape paper

By EBRAHIM MOOSA  
 FORTY-SEVEN individual inspectors of the

CAPE Times 16/5/84  
 243 340 201 206

could not, however, confirm the number of officials or the sum of



ROOM 19/3/84

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# Unions urge Govt to scrap GST on food

Mail Correspondent

CAPE TOWN. — A powerful group of independent trade unions representing about 300 000 workers have demanded that the Government scrap General Sales Tax on all foodstuffs and basic necessities.

In an open letter to the Minister of Finance, they say their members have given them a mandate to write the letter — and they warn they should report to the members "failing a satisfactory reply"

The letter has been sent on behalf of 25 emergent unions expected to join forces in a big new federation by the end of the year.

It points out that the recent decision to increase GST was made without public discussion and seemingly "with no regard to its effects on ordinary people"

Listing reasons for "utterly rejecting" the increase, the letter says it represents a big cut in the income of the working class and the poor

"The working class have to spend the large part of their income on food and basic necessities, and for every R10 they now have to spend, 70c will be taken for tax. This is intolerable," the letter states

It argues the Government can "easily raise its taxes from those who can afford to pay", such as companies and those who earn big

salaries.

It says the increase has come at the "worst possible time" for the working class and the poor. Many workers are unemployed and the drought has meant that working people have had to depend on wages earned in the cities to stay alive

Instead of spending money to help the unemployed and people in country areas, the Government last year put pressure on employers to keep wage increases down.

Rejecting reasons given by the Government for the increase, the letter says the Government has spent money on farmers, but has done "nothing which will improve the conditions of life of ordinary people"

"As regards the war in Angola, we believe that the majority of South Africa's people want no part of it," it adds.

Referring to the new system of income tax for blacks, which came into operation this month, the letter says workers will be "fully justified" in asking why they should pay these taxes when they have no say in government

It asks the Government to give the matter "serious and immediate consideration" and asks for a reply at its "earliest convenience"

The letter has been sent on behalf of nine affiliates of the Federation of South African Trade Unions (Fosatu), 11 affiliates of the Council of Unions of South Africa (Cusa) and five other leading emergent unions





Mr Herman Rebhan

*AKS as 12/3/84 134*

# 'Unions could be agents for political change'

Labour Reporter

DEMOCRATIC trade unions could become "unstoppable agents for political change", says Mr Herman Rebhan, general secretary of one of the the International Metalworkers' Federation.

He told the South African affiliates of the federation in Johannesburg today that new hope for peaceful change in South Africa had been brought about by "the existence of an organised working class and the national and international labour solidarity that can support such change."

Peaceful change did not necessarily mean slow change, said Mr Rebhan, and there was much in South Africa that needed to be changed instantly

"Since first they came into existence, trade unions have been calling for one man, one vote I do not know if that is a trade union demand or a basic human demand

"But it is one I expect IMF unions in South Africa to advance," he said.

Mr Rebhan was sharply critical of the new constitution.

## AUTHORITIES DELUDING THEMSELVES

"The South African authorities are deluding themselves if they think they can deny the right to participate to 80 percent of the population and then think that people in the United States or Britain believe this to be an advance towards democracy

"You cannot have a little bit of democracy any more than you can be a little bit pregnant," he said

Mr Rebhan warned South African employers that weak trade unions meant a lop-sided economy.

"While the majority of manufacturers' employees can only dream about buying what they make, South Africa will never realise its full potential.

"Modern industries in which the worker is treated as a number to be crunched through a computer rather than a human being with the right to develop his or her full potential are industries doomed to failure," Mr Rebhan said

# Unions to unite in new body

Cape Times 6/3/84  
134

By RIAAN DE  
VILLIERS  
Labour Reporter

AFTER a decisive breakthrough during weekend talks in Johannesburg, a powerful new federation which will unite almost the whole independent trade union movement in South Africa is expected to be formed before the end of the year.

The new federation, likely to start off with almost 300 000 workers, mostly black, could have a major impact on the country's future.

A deadlock which

paralyzed unity talks among emergent unions for almost a year was broken at the weekend meeting when a minority faction of three "community-based" unions, including the South African and Allied Workers' Union (Saawu), was effectively forced to withdraw.

This has left the way clear for other participants to get the new federation off the ground.

The 25 unions now likely to join include all the effective emergent unions in the country, with similar commitments to strong shop-floor organization. They are active in virtually all the major economic sectors.

They include the nine unions affiliated to the Federation of South Africa Trade Unions (Fosatu), with 110 000 members, and 11 unions affiliated to the Council of Unions of South Africa (Cusa), with 100 000 members.

Others are the Food and Canning and African Food and Canning Workers' Unions with 26 000 members, the General Workers' Union with 11 000, the Cape Town Municipal Workers' Association with 11 000 and the Commercial, Catering and Allied Workers' Union with 30 000.

Besides Saawu, the other unions which have pulled out are the General and Allied Workers' Union and the Municipal and General Workers' Union.

The once meteoric Saawu is in some disarray after a series of setbacks, and the others are also in a weak state.

Several other small unions in the same camp did not attend.

Tensions between the

two factions — including a series of demarcation disputes — have deadlocked the talks since last year, to the extent that a major participant resorted to an informal unity initiative of its own.

However, in a change of strategy, the majority group adopted a hard line towards the "community" unions at the weekend meeting, upon which they in turn withdrew.

A statement said the majority of organizations felt little progress had been made since the talks in April last year, as some unions were not organized along industrial lines and were therefore "not ready or unable" to join a federation of industrially-demarcated unions.

It was decided to ask those unions to attend the meetings as observers until such time as they were constituted along industrial lines — but they "did not accept the offer and left the meeting".

It said there was "no hostility" towards these unions and the offer to rejoin the talks as observers or industrially-demarcated unions "still stood".

It added that "considerable progress" was then made and further meetings were planned.

It is understood that a concrete programme for setting up the federation is now under way and number of target dates have been set.

While much preliminary organization will have to be done — including the disbandment of Fosatu and Cusa — some sources are hopeful that the federation will get off the ground before the end of the year.



# Row between LP and unions

SAAPL Times 1/2/83 (134) 2130

## Labour Reporter

A MAJOR row is brewing between the Labour Party and independent trade unions, which are taking an increasingly high-profile stand against the government's constitutional proposals

Members of the Food and Canning Workers' Union (FCWU) walked out of an LP report-back meeting in Vredenburg on Saturday afternoon after expressing opposition to the LP's stand on the constitutional proposals

Last Wednesday night members of three unions — the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union and the General Workers' Union — clashed with LP supporters in East London

A statement released yesterday by the FCWU said the LP had sought to exclude about 75 to 100 Saldanha workers, who had arrived in three buses, from the meeting

The statement said the FCWU, which has a membership of more than 10 000 coloured workers in the Western Cape, had "resolved to resist any attempt to mislead people into accepting the government's constitutional proposals"

"We can't fight for the unity of all workers on the factory floor and at the same time allow a constitutional dispensation which discriminates against people of different races and excludes the majority"

Mr David Curry, national chairman of the LP, said the FCWU members had "shocked the crowd with their behaviour" and had left the meeting of their own free will after they had failed to disrupt it.

He said the 300 people left behind had voted overwhelmingly in favour of the LP

At a meeting at the weekend, the executive of the non-racial Federation

of SA Trade Unions (Fosatu), which also has substantial coloured membership, criticized the Labour Party for "opportunism" and rejected the "racially-divisive" constitutional proposals

A statement said delegates from all regions reported strong membership opposition to the proposals, and anger at the LP decision Fosatu rejected the proposals because "democratic rights cannot live side by side with racism"

## A 'platform'

Mr Curry said his party did not accept the government's proposals, but was prepared to use them as a platform

He challenged blacks to "end their separate development" and asked why they had allowed four homelands to become independent

"The black trade unions must show their mettle by dealing with the homelands issue"

# Spectrum

## LABOUR

# The calm before the storm?

ARGUS 10/3/83

134

This is the last in a three-part series on the South African labour scene, by HUGH ROBERTSON and PIPPA GREEN

THE good news for employers might be that there are now fewer strikes and that unions are being more conciliatory in wage negotiations. The bad news is that it may turn out to be the calm before a storm.

Only one out of every 10 South African workers currently belongs to a trade union and even this relatively small number has revolutionised labour relations in a way which was unthinkable a mere three years ago.

### More members

In the next few years, according to union leaders, labour consultants and industrial sociologists, the trend will be towards bringing millions more workers into trade unions until not one in every ten, but probably five or six in every ten, are unionised.

And, they predict, unions will undoubtedly become even more politicised than they are, requiring management to respond to and become involved in political issues

which they currently show little or no interest in.

"Industrial relations in South Africa obviously are overlaid by industrial tensions and this means management will have a far more exacting task as the union movement grows in strength," an industrial sociologist at the University of the Witwatersrand said.

"Management is going to have to think of the wider inequities in South African society and unless they can express themselves on these issues they will become increasingly identified with the Government in the eyes of workers. They will be seen as a part of the problem."

He added "Many demands in the coming decade will go well beyond the factories. Influx control, for instance, is a growing issue in the union movement and its relations with management."

The African Food and Canning

Mr Copelyn's advice to employ-

Workers' Union in Cape Town has secured agreement from Fattis and Monis, for example, to support applications by contract workers to be given permanent residential rights in the city.

Johnny Copelyn of the National Union of Textile Workers believes that even issues like the President's Council constitutional proposals have stirred political feelings in the unions.

"Many unions have coloured, black and Asian members whose economic wellbeing and aspirations coincide, who advance their mutual interests through collective action.

"Suddenly they are to be separated on a political level. The blacks are embittered, the coloured and Asian members are in a dilemma. It's a tricky situation for union leaders to handle and it is an issue which nobody in the unions can be indifferent to."

ers "It is very necessary to acknowledge the politicising of the workforce, to accept it as an unavoidable reality. It will be one of the trends in the future, whatever the official reaction to it is. Employers need to show caution and flexibility in dealing with it, as do union leaders.

"I can tell you that mistakes in the political area can, for a union's leadership, be far more disastrous than a poor wage agreement. I would say the same applies to employers. They are going to have to do crash courses in politics."

For employers to rely on the Security Police to "handle" the politicising of unions is short-sighted, labour consultants say. "If a union leader is not truly representative of the workers then his detention might well cause the union to collapse. But where he has a real mandate, workers are simply antagonised and angered."

The general secretary of the AFCWU, Mr Jan Theron, noted recently "Look at the way in which the union in Johannesburg has gone from strength to strength since Neil Aggett's death."

There appears to be a consensus among labour experts that the post-recession era will also be marked by a reduction in the plethora of small unions in each industry and the emergence of more national industrial unions.

And most of the growth, they expect, will be in the black independent unions with groups like the Trade Union Council of South Africa (Tucsa) and the white right-wing South African Confederation of Labour (SACL) losing both support and influence.

"Management is going to have to accept that they will have to share decision-making with their workforce in areas where up to now management alone has been calling the tune," says a Johannesburg labour consultant.



# New union federation on the cards

By STEVEN FRIEDMAN  
Labour Correspondent

A NEW emerging union federation bringing together unions representing more than 180 000 workers is certain to be formed after a unity meeting held in Cape Town at the weekend, union spokesmen say.

If the new federation is formed, it will be the biggest umbrella body representing black workers in the country's history and is certain to add considerably to black worker muscle in the factories.

The new body seems certain to bring together the Federation of SA Trade Unions, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union, the General Workers' Union, and the Cape Municipal Workers' Association.

At the weekend's meeting, these unions, together with the SA Allied Workers' Union and the General and Allied Workers' Union, agreed to form a committee to examine the feasibility of a new federation.

But Mr David Lewis, general secretary of the General Workers' Union, said yesterday that the committee had not been formed to discuss whether a federation should be formed but "when and how" this should happen.

"We are totally committed to a federation and there is no turning back now," he said.

Mr Joe Foster, general secretary of Fosatu, agreed; and added: "It was made clear at the meeting that groups who joined the committee were agreeing to form a new federation. The committee will work out its structure and policy."

In a statement issued yesterday the Food and Canning Workers' Union took the same view. They said it was inevitable that other unions could not join the new body both because of policy differences and because their unions were not at the same stage of development as those who had joined.

It added that the unions who had joined the committee were now at a stage where they were ready to form a federation. They, it said, had no option but to unite nationally.

"A national federation is the only forum through which we can fight both legislation which is hostile to workers and intransigent employers," it said.

The new body's doors would be open to other unions if they wished to join in future.

Although Ccawusa did not react officially, it is understood that the union is committed to such a federation as is the Cape municipal union.

The attitude of Saawu and Gawu, both of which have up to now been hostile to a federation with unions such as Fosatu is still unclear. Spokesmen for the two unions could not be contacted yesterday.

Emerging union groups which have stayed out of the new initiative include the Council of Unions of SA, the Motor Assemblers and Components Workers' Union (Macwusa), the Orange-Vaal General Workers' Union and the General and Municipal Workers' Union.

Macwusa's congress at the weekend, endorsed the idea of a federation of unregistered unions. Some of the unions who stayed out could join such a body.

But Cusa would not be eligible as many of its unions are registered and it is likely not to seek an alliance with other union groups.

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[scribble]

UNIONS FM 6/5/83  
**Cusa in unity move**

The Council of ~~Unions~~ (Cusa) has decided to take part in the investigation into the establishment of a new emerging trade union federation

Cusa claims to represent about 100 000 workers, and its decision to participate means that unions representing nearly 300 000 workers have now committed themselves to the probe. Unions and union groupings which have already announced their intention of investigating establishment of a new federation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning and African Food and Canning Work-

ers' unions, the Commercial, Catering and Allied Workers' Union, the SA Allied Workers' Union, the General and Allied Workers' Union, and the Cape Municipal Workers' Association.

They took this decision last month at a meeting of emerging union leaders. The body which would carry out the investigation was billed as a "feasibility committee." However, some union leaders said later it would be more accurate to describe it as a "steering committee," implying it will have more on its agenda than a mere examination of the desirability of a new federation.

Cusa's decision to participate has come as a surprise to some observers because it has appeared to be extremely cautious about the whole unity question during the past year.

However, Cusa general secretary Phuroshaw Camay says this decision was taken unanimously by members of Cusa's joint executive council. He emphasises that members of all Cusa unions will be kept well-informed of developments in the investigation.

Some observers had believed that a major barrier in the way of Cusa joining a new federation was a fear of its black leadership being overshadowed by whites who play prominent roles in some emerging unions. Cusa has attached much importance to the development of black union

leadership. Says Camay: "We are committed to developing that kind of leadership and would seek to do that within the framework of a new federation."

There are other sensitive issues, as well. For example, if the new federation is to operate efficiently, the rationalisation of the activities of affiliated unions will obviously be desirable. This implies that member unions operating in the same industries might have to merge, or at least agree on a clear demarcation of areas of operation to prevent rivalry.



FM 13/5/83

LABOUR MATTERS

## Unions and recession

134 135  
Unionisation of unorganised workers in SA is not significantly retarded by recession — it may even be enhanced, says David Lewis, general secretary of the General Workers' Union.

Lewis, one of the most respected leaders in the emerging union movement, makes this point in an article appearing in the latest edition of the *SA Labour Bulletin*. Although the article is written in his personal capacity, and Lewis takes pains to emphasise he is giving "general impressions," it makes interesting reading. Some of his arguments may offend employers, but they are worth noting.

Lewis says that in an advanced industrialised society workers might consider, far more carefully and conservatively, the potential risks of joining a union struggle during a recession. In SA, this is not the case, he says, citing three main reasons.

□ "The appalling conditions under which workers labour spurs organisation. To put it more crudely, black workers in SA are generally not risking a well-paid satisfying job as certain of their counterparts in the advanced industrial societies might be doing."

□ People have been losing their jobs during the recession. But Lewis adds that black unemployment levels were so high during the past boom that the threat of unemployment is not perceived as being substantially greater now than in the immediate past. "Accordingly, 'recession-time unemployment' will not act as a brake upon new organisation.", and

□ There is often a strong political imperative tied up in a black worker's decision to join a union. Lewis says there is no reason to expect the political imperative to abate in any way. "In fact, in the face of a concentrated political offensive by the State (with much of the offensive aimed directly at the workers) one might expect the political mo-

tive to turn workers to the union movement in increasing numbers."

Lewis concedes that these factors do not necessarily apply to the task of maintaining and stabilising organisation in unionised factories. He points out that it is difficult to win demands — particularly on wages — in a recession when management attitudes harden and strike action becomes less effective.

He complains bitterly about attempts by employers to reverse gains already made by unions. "A recession teaches one the hard way that an 'established relationship' or an 'agreement' is principally (if not entirely) determined by the power relationship at any given point in time. In a recession, with the power relationship tipped in the bosses' favour, a union is constantly fighting to preserve the *status quo*."

Unions can reduce the scale and consequences of retrenchments, but it is extremely difficult for them to prevent retrenchments altogether, he adds.

"I am convinced that the real difficulty in preventing retrenchments results from the fact that redundancies do not arise directly from declining volumes of work, but rather from declining rates of profit. In other words, there is no one-to-one relationship between a decline in the volume of work and the size of a retrenchment. Retrenchment is necessary to halt a decline in profit rates or, what is the same thing, to increase productivity.

"In the short run this is achieved by an immediate intensification of labour (simply, making workers work harder) and in the long run by a complete restructuring of the production process. Fighting redundancies is not merely a question of fighting through an aberration, a bad patch, in the economic business cycle. Rather it is a question of fighting an inbuilt tendency in the economic system which manifests itself in the perpetual displacement of workers from the labour force."

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8 Feb 3/6/83

# Unions give warning on rights of migrants

By Tony Davis,  
Labour Reporter

Trade unions have warned that they will take legal action if the Government or administration boards fail to grant urban residence rights to qualified migrant workers

Union federations and individual unions have come out strongly in support of the Appeal Court decision on Monday rejecting the East Rand Administration Board's appeal against the Rikhoto judgment

The general secretary of the Council of Unions of South Africa, Mr Phuroshaw Camay, said the judgment struck at the cornerstone of the apartheid policy and Cusa would seek legal injunctions if the authorities tried to circumvent the decision.

"If Dr Piet Koornhof (the Minister of Co-operation and Development) tries to ignore the decision and push legislation through which attempts to regain control over urban black workers, it will force the labour movement to take action," Mr Camay said

A senior member of the Federation of South African Trade Unions said its affiliates had already committed themselves to

the campaign of registering qualified migrant workers

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini, said Ccwusa would help its members to get urban residence rights and expected support from employers

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said the Appeal Court decision would go a long way towards alleviating some of the problems migrant workers have had to bear

The general secretary of the South African Allied Workers Union, Mr Sam Kikine, said members were being instructed to approach administration boards for their residence stamp

But, he said, they were being turned away. Similar complaints have also been made by Fosatu members

● Migrant workers who have been employed continuously for more than 10 years by one employer, or lived lawfully in an urban area for more than 15 years, are entitled to urban residence rights. These rights were granted to Mr Mehlolo Tom Rikhoto, a Germiston migrant worker, in a 1981 case against Erab



# Unions no to UDF at this stage'

CAPE Times 30/8/84

By PHILLIP  
VAN NIEKERK  
Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws

## 'Top priority'

Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations To

side with just one organization would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

## Encouraged

The AFCWU and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role

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South Africa Stellenbosch, 1978

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Water Supply and Id Bank, various dates. ed in the file).

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331.874 SOVI (Long books)

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339 (Long)

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United Nations, Economic and Social Commission, Addis Ababa, 1962 (Various Economic Commission for Africa)

330. (Long)

1134

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1133

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South African Confederation of Labour Biennial Congress, 6th. Pre (Papers, listed in the file).

# GWU unlikely to join UDF

## Labour Reporter

THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis

The statement, contained in an interview in the latest issue of the publication *Work In Progress*, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF

Apart from the GWU, union groupings such as the Federation of South African Trade Unions (Fosatu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Saawu) and the Council of Unions of SA (Cusa) have done so

The relationship of unions to the UDF and the National Forum has become a key political issue

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front

with organizations which had a completely different structure

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure"

Working class organization in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town)



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# The strike weapon is to be unleashed

By SAM MABE

THE trade union movement in South Africa will be deeply politicised by the new constitution and blacks will seek to establish political power through the strike weapon and their consumer power.

This is what was told to a group of businessmen in Durban by Kwa-Zulu leader Chief Gatsha Buthelezi when he also said that black workers would attract the support of radical white, Indian and coloured colleagues in the trade union movement

Chief Buthelezi went on to say that he rejected the racism contained in the new constitution and that he would reject it even if a fourth chamber in the tri-cameral Parliament were to be added for blacks and given the dominant powers of the White House

The claim that the in-

clusion of coloureds and Indians in Parliament means there is going to be power sharing, is a farce he said. The constitution precludes the coloureds and Indians from blocking any legislation in many ways

He said if the coloureds and Indians became so incensed by a Bill that they decide to walk out the President is empowered to alter the quorum of the coloured or Indian Houses to give the few who remain the right to approve the Bill

If the whole House walks out, any Bill that would have been sent to that House is deemed by the constitution to have been approved

Chief Buthelezi said the constitution meant that blacks have to reconsider their strategies and tactics and find ways and means of developing power advantages to bringing about change outside of the



CHIEF GATSHA BUTHELEZI warned of strike weapon

constitution

He said the rug on which he stood while striving to direct black politics into a democratic and non-violent course of action to bring about change, has been pulled from underneath his feet by the new constitution

"I will not be able to negotiate with the government within the framework of the new constitution I cannot

negotiate within apartheid I can only negotiate away from it

"I ask the businessmen of Durban to consider how this denationalised angered people who cannot oppose the politics they abhor democratically and constitutionally can express themselves politically if they reject the concept of homeland independence vehemently?" asked Chief Buthelezi