

# INDUSTRIAL RELATIONS

- Workers ORG - I.A.S.

1975

INDUSTRIAL RELATIONS COURSE.

PART / ISIGABA 1.

LESSON / ISIFUNDO 3.

Name of Student / Igama Likamfundl:-----

Name of Firm / Igama Lefemu:-----

Type of Industry / Inhlobo Yemboni:-----

LESSON 3.

In this lesson we shall talk about building up an organisation of workers in the factory. In the second half of the lesson we shall look at some of the difficulties faced by unskilled workers in South Africa in the past. The lesson is based on:

- "THE WORKERS' ORGANISATION" Chapters 5 and 6.
- "A HISTORY OF WORKER ORGANISATION" Chapter 3.

At the end of this lesson you will have learnt about:

*How to go about building a workers organisation in the factory.*

*The main jobs of a shop steward.*

*How to handle complaints.*

*More about the history of workers in South Africa.*

REMEMBER, A TRADE UNION IS SOLIDARITY BETWEEN WORKERS. USE THIS COURSE TO BUILD SOLIDARITY. SHARE WHAT YOU LEARN WITH YOUR FELLOW WORKERS. BEFORE YOU ANSWER THE QUESTIONS, TRY TO DISCUSS THEM WITH YOUR FELLOW WORKERS.

The best way to use the handbook is first to read the chapter in the handbook which the lesson book deals with. When you have read it right through, and have a general idea of what it is about, you can then go through the lesson and read each section of the chapter in the handbook as the lesson refers to it.

ISIFUNDO 3.

Kulesifundo sizoxoxa ngokubumba inhlango yabasebenzi phakathi efekthri. Engxenyent yesibili yalesifundo sizobheka-obunye bobunzima obubhekene nabasebenzi abangaqeqeshiwe emzantsi-Afrika esikhathini esedlule. Lesifundo sizoxa ngezinto ezilapha:

- "INHLANGANO YABASEBENZI" Isahluko 5 no 6.
- "UMLANDO WEZINHLANGANO ZABASEBENZI" Isahluko 3.

Ekupheleni kwalesifundo uzobe sewufunde ngalokhu:

*Indlela yokubumba inhlango yabasebenzi efekthri.*

*Imisebenzi esemqoka yeshop steward.*

*Indlela yokumakela izikhato.*

*Okuthi xasa ngomlando wabasebenzi emzantsi-Afrika.*

KHUMBULA, UKUTHI INYONYANA IWUBUBANO LWABASEBENZI. LEFUNDO YISEBENZISE EKWAKHENI UBUBANO. OKUFUNDAYO KUCHATHAZELE LABO OSEBENZA NABO. NGAPHAMBI KOKUBA UPHENDULE IMIBUZO, ZAMA UKUQALA NGOKUBONISANA NALABO OSEBENZA NABO.

Indlela engcono yokusebenzisa ibhuku labasebenzi ukuba ugale ufunde isahluko ebhukwini labasebenzi okuyisona lencwadi enemibuzo exoxa ngaso. Uma sewusifundile sonke isahluko, sewunalo ulwazi olungcono ngaso usungqhubeka nesifundo ufunde ingxenye ngayinye yalesosahluko esisebhukwini labasebenzi oyokhonjwa kuso yilencwadi enemibuzo.

BUILDING THE FACTORY ORGANISATION.

In Chapter 5 of the Handbook we talk about the three main stages in the growth of workers organisation in the factory. The three stages are:

1. The Recruitment Stage in which workers are coming together to form a union organisation.
2. The struggle for recognition, in which the new workers' organisation has to get management and the employers to accept that the workers have a right to be organised.
3. The stage after management recognition, when the problem is to negotiate agreements, and to see that management stick to the agreements.

Which stage has worker organisation reached in your factory?

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Comment:-----

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Most workers doing this course belong to unregistered unions which are still in the first or second stages. But at all stages, the main thing is to build solidarity between the workers.

UKUBUMBA INHLANGANO YASEFEKHTRI.

Kusahluko 5 webhuku Labasebenzi sixoxa ngama- zinga amathathu okukhula kwenhlango yabasebenzi efekhtri. Amazinga amathathu yilawa:

1. Izinga lokujoyinisa lapho abasebenzi sebhlangana besungula inhlango yenyonzana.
2. Umzabalazo wokuthola ukwamukelwa kwenyonzana, lapho inhlango entsha yabasebenzi imelwe ukwenza abaphathi befemu nabagashi ukuba bavume ukuthi abasebenzi banalo- hlungelo lokugququzelwa babe ngaphansi kwenhlango.
3. Izinga emuva kokwamukelwa abagashi lapho inkinga iwukuxoxa ngezivumelwano, nokugaphela ukuthi abagashi abazephuhl izivumelwano.

Yiliphi izinga inhlango yabasebenzi esifinyelele kulona efekhtri okuyona?

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Imbono yethu:-----

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Iningi labasebenzi abafunda lemfundo bangamalunga eziyonyana ezingarejistiwe ezisesezingeni lokugala noma lesibhili. Kodwa kuwo wonke amazinga, into esemqoka ukwakha ubumbano lwabo bonke abasebenzi.

INDIVIDUAL PROBLEMS AND COLLECTIVE PROBLEMS.

The most important thing in this lesson is to understand the difference between individual and collective problems.

COLLECTIVE PROBLEMS ARE PROBLEMS WHICH ALL WORKERS HAVE IN COMMON.  
LOW WAGES is a collective problem.  
DIRTY CHANGING ROOMS is a collective problem.  
DANGEROUS MACHINERY is a collective problem.  
A BAD TEMPERED FOREMAN is a collective problem.

INDIVIDUAL PROBLEMS ARE PROBLEMS WHICH A WORKER HAS BY HIMSELF.  
But many problems which seem to be individual problems are really collective problems.  
If a worker catches pneumonia, that seems to be an individual problem. But why did he catch pneumonia? Was it because the factory is damp and cold? Then it is a COLLECTIVE PROBLEM. All the workers share the risk of falling ill because of the bad conditions.

Write down here:

1. What are the most important collective problems shared by all workers in your factory?

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IZINKINGA EZIQONDENE NOMUNTU NGAYEDWANA NEZINKINGA EZIDIDIYELAYO.

Into esemgoka kulesifundo ukwazi umehluko phakathi kwezinkinga zomuntu ngayedwana nezinkinga ezididiyela bonke abasebenzi.

IZINKINGA EZIDIDIYELAYO YIZINKINGA EZIHLU- PHA BONKE ABASEBENZI NGOKUFANAYO.  
AMAHOLO APHANSI ayinkinga edidiyelayo.  
IZINDLU ZOKUSHINTSHELA EZINGCOLILE ziyinki- nga edidiyelayo. IMISHINI EYINGOZI iyinkinga edidiyelayo. IMFOLWANE ENONYA iyinkinga edidiyelayo.

IZINKINGA ZOMUNTU NGAYEDWANA ZIYIZINKINGA EZIVELELA UMSEBENZI NGOKWAKHE.  
Kodwa eziningi izinkinga ezibukeka zingezomuntu ngayedwana ngokusempeleni ziyizinkinga ezididi- yelayo. Uma umsebenzi ehlatshwa umkhuhlane wezilonde ezisemaphashini (i-pneumonia) lokho kubukeka sengathi kuyinkinga yomuntu ngayedwana Kodwa yini eyenza angenwe umkhuhlane we- pneumonia? Kungabe yingoba ifekhtri inomswa- kama oyenza ibande? Uma kunjalo lena-ke yinkinga EDIDIYELAYO. Bonke abasebenzi basengozini efanayo yokugula ngenxa yezimo ezimbi.

Loba phansi lapaha:

1. Yiziphi izinkinga ezididiyelayo ezibaluleke kunazo zonke ezihlupha bonke abasebenzi ngokufanayo efekhtri okuyona?

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Worker unity only comes about when workers begin to understand that most of their problems are collective problems. They can only do this by talking to one another about their problems.

Right from the beginning, organising cannot be done by individuals working by themselves. Organisation comes out of the workers talking to one another, either in small groups or in big meetings.

Do the workers in your department ever meet together to talk about their problems?

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Our Comments:-----

Do all the workers in your factory ever meet together to discuss their collective problems? If not, why not?

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Our comments:-----

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Ubumbano lwabasebenzi luvela ngesikhathi abasebenzi beqala ukubona ukuthi izinkinga zabo eziningi zingezidliyelayo. Lokhu bangakwazi ukukwenza kuphela ngokuxoxelana ngazo.

Kusuka phansi nje, ukugququzela akusozwe kwenziwe umuntu ngamunye ezenzela yena ngokwakhe. Ukugququzela inhlangothi kubasebenzi bexoka, bengamadlanzana amancane noma besemihlanganweni emikhulu.

Abasebenzi kwidiphathimentu yakho bake bahlangane nje baxoxe ngezinkinga zabo?

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Imibono yethu:-----

Abasebenzi bephelele efektri okuyona bake bahlangane nje babhunge ngezinkinga zabo ezidliyelayo?

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Imibono yethu:-----

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MANAGEMENT RECOGNITION.

UKWAMUKELWA ABAQASHI.

NOW READ the section on *GETTING MANAGEMENT RECOGNITION* (page 41 - 45). The purpose of a workers' organisation is to negotiate with management. But it is no use approaching management too soon.

MANJENA-KE FUNDA Isigaba esithi UKUTHOLA UKWAMUKELWA ABAQASHI BEFEMU (Ikhasi 45-49). Inhliso yenhlangano yabasebenzi ukuxoxa nabagashi. Kodwa akusizi lutho ukugagamela ukuya kubagashi masishane.

Different managers will be willing to co-operate straight away, while others will be strongly opposed to the union. What do you think is the attitude of management at your factory to workers' organisation?

Izimenenja ngokwehlukana kwazo zinokuzimisela ukubambisana nenyonyana zisuka nje, kanti ezinye zinokuphikisana kanzima nenyonyana. Uma ucabanga abaphathi befemu yakwenu bayibona ngandlelani inhlangano yabasebenzi?

Our comments:-----

Imibono yethu:-----

Have you tried to get management recognition for your workers' organisation? If not, why not? If you have tried, how did management react? (Which of the four different ways mentioned on page 42?)

Senake nazama ukuthola ukwamukelwa kwenhlangano yenu yabasebenzi? Uma ningakazami, yini indaba? Uma senake nazama, abagashi benzenjani? (Iyiphi yalezindlela ezine ehlukene ezishlwo ekhasini 45 abayisebenzisayo?)

Our comments:-----

Imibono yethu:-----





In all union activities there are always two important principles: Decisions must be made through the greatest possible participation by workers. Workers' representatives must also report back fully to the workers. At your factory, do workers representatives ever meet with management (either as union representatives, or through a works committee or a liaison committee)?

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Our Comments:-----  
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If they meet with management, do they always meet first with the workers to discuss what the meeting will be about?

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Our comments:-----  
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Kuzo zonke izinto ezenziwa yinyonyana kuhla-  
le kunemigomo embini ebalulekile:  
Izingumo zifanele ukuthathwa ngendlela abase-  
benzi okuzanywe kakhulu ukuba babe nezwi.  
Abakhulumeli babasebenzi bafanele futhi  
baphindise imbiko ngokugcwele emuva kubase-  
benzi.  
Efekhtri osebenza kuyona, abakhulumeli baba-  
sebenzi bake bahlangane nje nabagashi (mhla-  
wumbe behlangana njengabakhulumeli, kumbe  
ngokusebenzisa iworks committee noma liaison  
committee)?

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Imibono yethu:-----  
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Uma bebonana nabagashi, bayahlangana nje nabasebenzi kugala ngaso sonke isikhathi ba-  
bhunge ngokuthi kuzoxoxwani kulowomhlangano?

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Imibono yethu:-----  
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After they have met with management, do they report back fully to the workers?

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Our comments:-----

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As it is explained on page 44, one of the main weapons of the employers is division among the workers. Often the employers try to divide the representatives from the workers. Read carefully what is said about this on page 44. Does this sort of thing happen in your factory? What can workers do about this sort of thing?

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Our comments:-----

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Uma sebebonene nabagashi, baye bawuphindisele nje umbiko ogwele emuva kubasebenzi?

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Imibono yethu:-----

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Njengoba kuchaziwe ekhasini 48, esinye sezikhali ezisemgoka zabagashi ukwehlukana abasebenzi. Abagashi bavamsisile ukucanda phakathi abakhulumeli bahlukane nabasebenzi. Funda kahle ukuthi kuthiwani ngalokhu ekhasini 48. Lento efana nalena iyenzeka nje efekthri yakwenu? Yini engase yenziwe abasebenzi ngalento enjena?

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Imibono yethu:-----

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UNITY IN THE FACTORY.

Unity in the factory can only be brought about by a system of representatives. THESE WORKERS' REPRESENTATIVES IN THE FACTORY ARE THE MOST IMPORTANT PEOPLE IN THE UNION. A workers' organisation is completely dependent on the ability of its factory representatives, who are called SHOP STEWARDS. This means that workers must take great care in choosing shop stewards, and the union officials must take great care in training them.

*Chapter 6, UNITY IN THE FACTORY,* talks about the duties of the shop stewards. At all time the shop steward must remember that he or she has to do two things. What are they?

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Our comments:-----  
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1. Uniting the workers.  
To keep the workers united the shop stewards must keep the workers informed about what is happening in the rest of the factory and in the rest of the union.  
This is always difficult to do. Often there is no time at work, and after work workers are tired and want to go home. But still, it is very important, for without informed workers unity cannot be kept.

UBUNYE EFEKHTRI.

Ubunye efekhtri bungalethwa kuphela uhlelo olunabakhulumeli. LABAKHULUMELI BABASEBENZI EFEKHTRI YIBONA BANTU ABABALULEKE KUNABO BONKE ABANTU ENYONYANENI. Inhlalngano yabasebenzi yethembele kuphela ekhonweni labakhulumeli basefekhtri abangamashop STEWARD, lokwazi umsebenzi. Lokhu kusho ukuthi abasebenzi bafanele bacophelele kakhulu uma bekhetha amashop steward, kanti futhi ama-official enyonyana afanele anakelisisise uma bewaqeqesha.

*Isahluko 6, UBUNYE EFEKHTRI,* sixoxa ngemisebenzi yeshop steward. Ngaso sonke isikhathi ishop steward ifanele ikhumbule ukuthi imelwe ukwenza izinto ezimbili. Yizinto zini lezi?

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Imibono yethu:-----  
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1. Ukuhlanganisa abasebenzi.  
Ukugcina abasebenzi behlangene, amashop steward afanele ngaso sonke isikhathi azise abasebenzi ngezinto ezenzekayo kwamanye amadiphathimnti efekhtri nokwenzeka kwinyonyana yakho. Lokhu kuyinto enzima ukuyenza ngaso sonke isikhathi. Imvamisa kasikho isikhathi emsebenzini, kanti uma sebeshayisile abasebenzi basuke sebekhathele sebeFUNA ukuya emakhaya. Kodwa phezu kwalokho, kuyinto ebaluleke kakhulu, ngoba uma abasebenzi abangazi lutho, ubumbano ngeke luzimele.

This means that the shop stewards must try to work out ways of keeping the workers informed. Of course, if the union is recognised, it is not so difficult. It may be possible to organise meetings at work, and to have a special union notice board. Another very good idea is to have a regular NEWSLETTER, which can be printed in the Union Offices and handed out to all the workers to tell them what is happening.

In your factory, how do the workers' representatives tell the workers what is happening in the factory and in the union?

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Our comments:-----

Would it be possible to have a newsletter to keep the workers informed?

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Our comments:-----

Lokhu kusho ukuthi amashop steward afanelle ukuzama ukwakha amasu okwenza abasebenzi bahla-le baziswa. Kodwa yebo, uma inyonyana yamuke-lwe, akubi lukhuni kangako. Kungenzeka ukuba imhlangano lbanjelwe emsebenzini, futhi kube-khona nebhodi yezaziso zenyonyana. Omunye umbono omuhle kakhulu ukuba kubekhona IPHEPHA (Newsletter) elingashicilelwa emahovisi enyonyana lisakazwe kubo bonke abasebenzi elibatsheyayo ukuthi yini eyenzekayo.

Efekhtri osebenza kuyona abakhulumeli babasebenzi babatshela kanjani abasebenzi ngezinto ezenzekayo efekhtri nakwinyonyana?

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Imbono yethu:-----

Ningakwazi nje ukuba nephepha elishicilelwayo lokwazisa abasebenzi ngezinto ezenzekayo?

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Imbono yethu:-----

Do you think that the workers' representatives in your factory do a good job of keeping the workers united?

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Our comments:-----  
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Uma ucabanga ungathi abakhulumeli babasebenzi efekhtri osebenza kuyona bawenza kahle umsebenzi wabo wokwenza abasebenzi bahlale behlangane?

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Imbono yethu:-----  
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2. Representing the workers.

In order to represent the workers well, there are many things which the shop steward needs to know. In *chapter 6* there are six things which they need to know about. Write them down here:

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Do you think that you know these things well enough to be a good workers' representative? Which do you know enough about, and which do you need to know more about?

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Our comments:-----

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2. Ukumela abasebenzi.

Ukuze abasebenzi bamelwe kahle, ziningi izinto ishop steward edinga ukuzazi. *Esahlukweni 6* kunezinto eziyisithupha amashop steward adinga ukwazi ngazo. Zibhale lapha phansi:

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Uma ucabanga ungathi uyazazi kahle ngokwenele lezizinto ukuze ube ngumkhulumeli wabasebenzi ogotho? Yikuphi owazi ngako ngokwenele, bese kuba yikuphi odinga wazi kabanzi ngako?

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Imibono yethu:-----

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Remember, also, that it is not much good if the shop steward knows everything and the workers know nothing. You must share your knowledge with the workers. Whenever they have problems or complaints, you must explain everything to them fully. In that way you can use their complaints to help to build a more united worker organisation.

Do the worker representatives in your factory always explain everything fully to the workers?

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Our comments:-----

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Kodwa khumbula futhi, ukuthi akukhule kakhulu uma ishop steward kuyiyona eyazi zonke izinto babe abasebenzi bengazi nokuncane. Kufanele ulwazi lwakho uluchathazele abasebenzi. Noma yini ni lapho beneziqkinga noma izikhalo, kufanele ubachazele yonke into ngokugwele. Ngaleyondlela ungazisebenzisa lezikhalo zabo kube yizona ozobumba ngazo inhlango yabasebenzi ehlangene ngendlela ephakeme.

Abakhulumeli babasebenzi efektri yakwenu bayabachazela nje ngokugwele zonke izinto ngaso sonke isikhathi?

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Imbono yethu:-----

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COMPLAINTS.

One of the most important jobs of the shop stewards is to take up the complaints of the workers.

How this is done will depend on the relation between union and management in your factory. In some factories there may be a DISPUTES PROCEDURE. In other factories it may be very difficult to get managers to listen to anything.

But however things are done in your factory, there are two important things to remember. The first is that you must prepare very carefully before taking up the complaint. The second is that you must always report back fully to the workers. Management must understand that the workers are behind you in your complaint, otherwise they will do nothing.

Now read the section "How to Settle Complaints" (page 55 - 60) . When you have to settle a real complaint, re-read this section to remind yourself of what you have to do. There are 5 steps which you must take before approaching management. Write here in your own words what they are:

Our comments: -----

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IZIKHALO.

Omunye wemisebenzi ebaluleke kunayo yonke yamashop steward ukusebenza izikhalo zabasebenzi.

Ukuthi lokhu kwenziwa kanjani kuyoya ngokuthi ubudlelwane phakathi kwenyonyana nabagashi bunjani efektri osebenza kuyo. Kunokwenzeka ukuthi kwamanye amafektri kukhona INKAMBISO YOKULUNGISA IZINGXABANO. Kwamanye amafektri kunokuba nzima kakhulu ukwenza izimenenja zilalele yonke into.

Kodwa nomangabe zenziwa kanjani izinto kulefektri osebenza kuyo, kunezinto ezimbili ezibalulekile ukuba uzikhumbule. Eyokugala ukuthi kufanele ulungiselele ngokugaphela okuhulu ngaphambi kokuhambisa isikhalo.

Eyesibili ukuthi kufanele ngaso sonke isikhathi ubuyisele umbiko ngokugwele kubasebenzi. Abagashi bafanele bazi ukuthi abasebenzi bayakuseka esikhaweni osethulayo, ngale kwalokho asoze benza lutho ngaso.

Manje funda isigaba esithi "Indlela yokulungusa izikhalo" (*emakhasini 59 - 64*). Uma umelwe ukulungisa isikhalo sangempela phinda ufunde futhi lesigaba ukuze uzikhumbuze ukuthi yini ofanele uyenze.

Kunezinyathelo ezinhlanu ofanele uzithathe ngaphambi kokubonana nabagashi. Bhala phansi lapha ngamazwi akho usho ukuthi yizinyathelo zini:

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THE SHOP STEWARD.

It is impossible to exaggerate the importance of the shop steward in a workers' organization.

Read from the section "Report to the members and your union" to the end of the chapter, and then write here, in your own words, what are the most important things about a shop steward that you have learnt in this lesson.

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Our comments:-----

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ISHOP STEWARD.

Kuyinto engekho nasemaphusheni ukubabaza ngenhlela eyelile ukubaluleka kwamashop steward enhlanganweni yabasebenzi.

Funda kusukela esigabenti esithi "Bikele amalunga kanye nenyonyana" uze ufike ekugcineni kwalesosahluko, bese-ke ubhala lapha, usebenzise amazwi akho, usho ukuthi yizinto zini ezibaluleke kunazo zonke maqondana neshop steward ofunde ngazo kulesifundo.

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Imbono yethu:-----

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PART 2.

UNSKILLED WORKERS ORGANISE.

This part of the lesson is based on Chapter 3 of "*A History of Worker Organisations*". Chapter 3 is perhaps the most important chapter in the book, because it deals with the problems of unskilled workers. Many of the problems which were faced by the Garment Workers Union in the 1930s, or by the African Mine Workers Union in the 1940s, are being faced by unskilled and semi-skilled workers in South Africa today.

First read the chapter carefully. (In some books the pages have been put together wrong. Page 35, "Agitators" has been put after page 36, "Troubles of unregistered unions").

As you are reading through the chapter, ask yourself which of the problems which were faced in the past face you today. Write them down here.

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Our comments:-----

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INGXENYE 2.

ABASEBENZI ABANGAQEQESHIWE BAYAHLANGANA.

Lengxenyé yalesifundo ihambelana nesahluko 3 sebhuku "*Umlando Wesihlangano Zabasebenzi*". Isahluko 3 kungase kube yisahluko esibaluleke kunazo zonke kulencwadi, njengoba sixoxa ngezinkinga zabasebenzi abangaqeqeshiwe. Iningi lezinkinga ezazibhekene ne-garment Union ngeminyaka yo 1930, noma ezazibhekene ne-African Mine Workers Union ngeminyaka yo 1940, zisabhekene nabasebenzi abangaqeqeshiwe naba-sebenzi abaqeqeshwe ngokungaqcwele emzantsi Afrika namuhla.

Okokugala nje, funda lesahluko kahle. (Kwama-nye amabhuku amakhali awahlanganiswa ngale kahle. Ikhasi 35, "Abaphenkuli" linjena emuva kwekhasi 36, elixoxa lithi "Izingxaki zezinyonyana ezingaqeqeshiwe").

Yithi ngesikhathi ufunda lesahluko, uzibuze ukuthi yiziphi zalezinkinga okwakubhekene nazo esikhathini esingaphambili ezisabhekene nawe namuhla. Zibhale lappha phansi.

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Imbono yethu:-----

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Now re-read the story of Anna Swanepoel and the Garment Workers Union (page 26 - 29 ). Answer the following questions:

1. Who were the workers in the garment industry at this time?

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Our comments:-----

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2. Why was Anna Swanepoel sacked?

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Our comments:-----

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3. How did she get her job back?

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Our comments:-----

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Manjena-ke bukeza indaba ka-Anna Swanepoel neGarment Workers Union (*emakhasini* 26 - 29 ). phendula lembuzo elandelayo:

1. Kwakungobani abasebenzi embonini yezingubo zokugqoka ngalesosikhathi?

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Imibono yethu:-----

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2. Waxoshelwani u-Anna Swanepoel?

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Imibono yethu:-----

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3. Wabuyiselwa kanjani emsebenzini wakhe?

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Imibono yethu:-----

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4. Whose side did the police take when the Afrikaner workers in the Garment Union called a general strike in 1932?

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Our comments:-----

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5. What happened to the union when the strike failed?

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Our comments:-----

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6. How did the workers rebuild the union?

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Our comments:-----

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4. Amaphoyisa elekelela bani ngenkathi abasebenzi bamabhunu abakwinyonyana yegarment bememezela isiteleka sikawonke-wonke ngo 1932?

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Imibono yethu:-----

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5. Yini eyenzeka kulenyonyana ngenkathi isiteleka sesehluleka.

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Imibono yethu:-----

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6. Abasebenzi bayibumba kanjani inyonyana kabusha?

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Imibono yethu:-----

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Now read the rest of the chapter and answer these questions:

1. Why did the National Party want to divide the workers?

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Our comments:-----

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2. What happened to the African unions during the bad economic time of 1930 - 1933?

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Our comments:-----

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3. What was the name of the new federation formed by black workers during the war?

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Our comments:-----

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Manjena-ke funda sonke lesahluko bese uphen-ndula lembuzo:

1. Igembu lamaneshinali (National Party) lalikhuthandelani ukucanda abasebenzi bangahlangani?

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Imibono yethu:-----

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2. Yini eyenzeka ezinyonyaneni zama-Afrika ngesikhathi zizimbi ezomnotho eminyakent-yo 1930 kuya ko 1933?

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Imibono yethu:-----

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3. Kwakuyini igama lenhlangano entsha ehlanganisa izinyonyana eyasungulwa abasebenzi abamnyama ngesikhathi sempil?

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Imibono yethu:-----

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4. Why was it difficult for the mine workers to organise?

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Our comments:-----

5. How much money did the Mines pay each year to the mineowners (the shareholders)?

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Our comments:-----

6. What was the daily shift wage of a miner?

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Our comments:-----

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4. Yini eyenza kube lukhuni kubasebenzi bezimayini ukugququzela abasebenzi?

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Imibono yethu:-----

5. Yimalini eyayikhokha yizimayini njalo ngonyaka eya kubanikazi zimayini (eya kumashare-holders)?

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Imibono yethu:-----

6. Yimalini eyayiholwa umsebenzi ngeshifu yosuku?

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Imibono yethu:-----

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7. Who did the government say had caused the miners strike?

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Our comments:-----

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8. In what way did political party differences harm the unions?

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Our comments:-----

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7. UHlumentl wathl ngubani osuse isiteleka sabavukuzi?

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Imbono yethu:-----

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8 Ukuphikisana okwadalwa yimbono eyehlukene yamagambu obupolitiki kwazikhulnyabeza ngandlelani izinyonyana?

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Imbono yethu:-----

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GLOSSARY.

COMPROMISE. In a dispute between management and workers, it is often necessary for the workers to accept an agreement which does not fully satisfy their demands. This is a COMPROMISE. A compromise is when both parties give way. For example, if management offers 40 cents an hour, and the workers demand 50 cents an hour, then they might reach a COMPROMISE AGREEMENT of 45 cents an hour.

COMMISSION. A COMMISSION is a group of people whose job it is to find out about a certain thing. The WAGES COMMISSION finds out about wages. The Government often appoints a COMMISSION OF INQUIRY to find out everything about something which has happened.

EVIDENCE. If the police want to have somebody sent to prison for a crime, then they must produce EVIDENCE to prove that that person really committed the crime. If a Shop Steward is making a complaint to management about something which a foreman has done, then he or she must have EVIDENCE to show that the foreman really did it. It is very important not to accuse somebody of doing something unless there is very strong evidence. For example, if there is money missing inside a union, the organisers must not start make accusations that somebody has stolen the money unless they have proper evidence.

UHLU LWAMAGAMA ABALULEKILE.

UKUHLIANGABEZANA. Uma kukhona ingxabano yempikiswano phakathi kwabaqashi nabasebenzi, kuvamise ukuba kube nesidingo sokuba abasebenzi bemukele isivumelwano esingabanelisi ngokugcwele ezintweni abazifunayo. Lokhu UKUHLIANGABEZANA. Ukuhlangabezana kusuke kuyilapho amagambu womabili ethambiselana. Singalilinganisa kanje, uma abaqashi bethi makukhulunyelwe phezu kuka 40 cents nge-awa, kodwa abasebenzi bona bethi bafuna u 50 cents nge-awa, lapho-ke bangafika ezintweni LOKUHLIANGABEZANA NGEIVUMELWANO sika 45 cents nge-awa.

IKHOMISHANI. IKHOMISHANI yivuyo labantu umsebenzi wabo okungukuphenya into ethile. IKHOMISHANI YAMAHOLO lphenya ngamaholo. Uhlument uvamise ukujuba IKHOMISHANI YOKUPHENYA ezophenya yonke into ngento ethile eyenzekileyo.

UBUFAKAZI. Uma amaphoyisa efuna ukuba umuntu asiwe ejele ngecala akholwa ukuthi ulenzile, lapho-ke afanele ukukhipha UBUFAKAZI obuzobonakalisa ukuthi lowomuntu walenza ngempela lelocala. Uma iShop Steward ifaka isikhalo kubaphathi befemu ngento ethile eyenziwe yimfolomane, ifanele yona ibe NOBUFAKAZI obuzokhombisa ukuthi imfolomane iyenzile ngempela leyonto. Kubaluleke kakhulu ukungambeki umuntu icala lokuthi wenze into ethile ngaphandle kokuba nobufakazi obuginile. Isilinganis, uma kunemali eyedukile enyonyaneni, abagququzeli kabafanele ukuba baqale bathi uzibanti untshontshe imali ngaphandle kokuba benobufakazi bangempela.

UNION DUES. Dues is the money which each member of the union pays to it so that it can do its work. Money DUE is money OWING. So the dues is the money which the workers owe to their organisation. Another word for the money which the workers pay the union is SUBSCRIPTIONS.

DISPUTE PROCEDURE. A DISPUTE is an argument or disagreement of any kind. A PROCEDURE is a special way of doing something. A DISPUTE PROCEDURE is a special way, agreed to by workers and employers, in which all disputes can be settled. For example, the DISPUTES PROCEDURE will say how the workers can make a complaint, and who must try to settle the complaint.

A GRIEVANCE is a complaint of some sort. The word GRIEVANCE comes from the word GRIEF, which means "unhappiness". A Grievance is anything which gives grief to the workers.

GENERAL STRIKE. A General Strike of all workers from all industries together.

PICKET. A Picket is a group of striking workers who stand outside a factory to remind all workers that there is a strike on, and to explain to them why they should not go into the factory until all the workers together have agreed to end the strike.

UNION DUES. Igama elithi DUES yigama lestinjisi elisho imali ekhokhwa yilunga ngalinye lenyonyana ukuze ikwazi ukwenza umsebenzi wayo. Imali okuthiwa IDUE yimali EKWELETHAYO. Ngakho-ke amadues yimali abasebenzi abayikweleta inhlango yabo. Elinye igama lemal abasebenzi abayikhokhe- la inyonyana kuthiwa yi-SUBSCRIPTION.

DISPUTE PROCEDURE. I-DISPUTE yimpikiswano noma ukungavumelani ngendlela ethile. I-PROCEDURE yindlela eyakhiwe yokwenza into ethile. I-DISPUTES PROCEDURE yindlela eyakhiwe, evunye ngabasebenzi kanye nabagashi, okuyiyona ndlela ama-Disputes (Izimpikiswano noma ukungavumelani) azazululwa ngayo. Singalinganisa kanje, IDISPUTES PROCEDURE iyachaza ukuthi abasebenzi bangasifaka ngandlelani isikhalo, futhi iyachaza ukuthi ngubani ofanele ukuzama ukuxazulula isikhalo.

I-GRIEVANCE yisikhalo esithile. Igama elithi GRIEVANCE yigama lestinjisi eliphuma egameni elithi GRIEF, lona elichaza "ukungaphatheki kahle". I-GRIEVANCE yinoma yint edala ukungaphatheki kahle kubasebenzi.

I-General Strike yisiteleka sabo bonke abasebenzi bezimbont zonke zihlangene.

PICKET. I-Picket yidlanzani labasebenzi abangabagaphi, abateleklile abema ngaphandle kwamasango efekthri bakhumbuze bonke abasebenzi ukuthi kutelekiwe, futhi babachazele ukuthi yingani kungafanele bangene efekthri kuze kuvunyelwane yiyo bonke abasebenzi behlangene ukuthi sewunga-galwa umsebenzi.

NEGOTIATION. When two groups disagree about something they can do one of two things. They can fight to see who is stronger. Or they can come together to talk and to work out an agreement which both sides can accept. This is called NEGOTIATING.

NEGOTIATION. Uma amagembu amabilll engavumelani ngento ethile angenza okukodwa kwalezinto ezimbilll. Angashayana ukuze kubonakale ukuthi yiliphi igembu elinamandla. Mhlawumbe lamagembu angahlangana axoxe azame ukuthola isivumelwano esizokwamukeleka kuwo womabilll amagembu. Lokhu-ke kubizwa ngokuthi yi-NEGOTIATION. Ngesizulu kuthiwa AMAXOXO.

INDUSTRIAL RELATIONS COURSE.

PART / ISIGABA: 1.

LESSON / ISIFUNDO: 2.

Name of Student / Igama Lomfundi:.....

Name of Firm / Igama Lefemu: .....

Type of Industry / Uhlobo Lwemboni: .....

LESSON 2.

THE WORKERS ORGANISATION.

In this lesson we shall talk about the purpose of a workers organisation. The lesson is based on:

- The Workers Organisation* Chapters 2, 3 & 4 and
- A History of Worker Organisations* Chapters 1 & 2.

(You will notice that Ch. 2 of the "History" is also included as part of Ch. 2 in "The Workers Organisation".)

Remember that these lessons are designed to do two things:

1. The lessons are to help you to understand the Handbooks,
2. The lessons are to help you to apply what you learn in the Handbooks to your own situation.

It is no use just learning and remembering what is written in the Handbooks. You must be able to use what you learn in order to solve your own problems as a worker. So in the lesson books we shall ask you two kinds of questions.

We shall ask questions to see if you have understand what you have read.

We shall ask you questions about your own workers organisation.

ISIFUNDO 2.

INHLANGANO YABASEBENZI.

Kulesifundo sizoxoxa ngento okuyiyona nhloso yehlangano yabasebenzi. Lesifundo sigxile kulezahluke:

- Inhlangano Yabasebenzi* Isahluko 2, 3 kanye nesahluko 4, bese kuba
- Umlando Wezinhlango Zabasebenzi* Isahluko 1 no 2.

(Uzogaphela ukuthi Isahluko 2 "wezomlando" sibuye sabhalwa saba yingxenye yesahluko 2 "Inhlangano Yabasebenzi".)

Khumbula ukuthi lezifundo zihlelelwe ukuba zenze izinto ezimbili:

1. Izifundo zingezokusiza wena ukuba uqonde kahle ibhuku.
2. Izifundo zingezokusiza wena ukuba usebenzise lokho okufundayo emabhukwini kusebenze esimweni obhekene naso.

Akusizi lutho ukufunda nje ugcinwe ngokukhumbula lokho okubhalwe emabhukwini. Kufanele ukwazi ukusebenzisa lokho okufundayo ukuze ukwazi ukuxazulula izinkinga ezibhekene nawe njengomsebenzi. Ngakho-ke emabhukwini amancane ezifundo sizokubuza izihlobo ezimbili zemibuzo.

Sizobuza imibuzo ezosenza sibone ukuthi uyizwile yini into oyifundile.

Sizokubuza imibuzo eqondene nenhlangano yakho 'gobo' yabasebenzi.

At the end of this lesson you will have learnt:

The main reasons why workers need to organise.

The main difficulties faced by worker organisations.

Why there is often division between skilled and unskilled workers.

How, in South Africa, this division between skilled and unskilled workers changed into a division between black and white workers.

And, if you belong to a workers' organisation, you will have found out how the different parts of that organisation fit together.

Ekugcineni kwalesifundo uzobe sewufunde:

Ngezizathu ezisemqoka ezenza abasebenzi badinge ukuhlangana.

Ngezinkinga ezisemqoka ezibhekene nezi-nhlangano zabasebenzi.

Ngokuthi yini uqhekeko luvamise phakathi kwabasebenzi bomsebenzi wokugqeshwa nabasebenzi bomsebenzi wokungaqeqeshwa.

Ngokuthi yingani, lapha emzansi Afrika, loluqhekeko phakathi kwabasebenzi bomsebenzi wokugqeshwa nabomsebenzi wokungaqeqeshwa lwaguquka lwaba wuqhekeko phakathi kwabasebenzi abamnyama nabasebenzi abamhlophe.

Futhi, uma uyilunga lenhlangano yabasebenzi, uzobe sewutholile ukuthi izingxenye ezehlukene zaleyonhlangano yakho zixhumana kanjani zibe yinto eyodwa.

WHY DO WORKERS NEED TO ORGANISE?

In Ch. 1 of "The Workers Organisation" we explain what new problems face people when they become workers who work for wages in factories that are owned by other people.  
IF YOU HAVE NOT READ THAT CHAPTER, READ IT NOW.

At the end of the chapter are written three important things that workers have lost:  
Write those three things down here:

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Our Comments:-----  
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YINGANI ABASEBENZI BEDINGA UKUHLANGANA?

Esahlukweni I ebhukwini lezifundo "Inhlangothi Yabasebenzi" siyachaza ukuthi yiziphi izinkinga ezinqamuka kabusha zikhathaze abantu ngenkathi beba ngabasebenzi abasebenzela amaholo emafektri okungwabanye abantu.  
UMA UNGAKASIFUNDI LESOSAHLUKO, SIFUNDE NJENGAMANJE.

Ekupheleni kwalesisahluko kubhalwe izinto ezintathu ezibalulekile esezalalekela abasebenzi:  
Bhala phansi lezozinto ezintathu lapha:

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Imibono Yethu:-----  
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For those three reasons, workers face many problems. But the question is, how can ORGAN-ISING help them to solve those problems?

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Our Comments:-----

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Ngalelizathu-ke ezintathu, abasebenzi babhekene nezinkinga eziningi. Kodwa umbuzo wona uthi, UKUHLANGANA BABEMUNYE kungabasiza kanjani ukuba bakazulule lezizinkinga na?

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Imibono Yethu:-----

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Ch. 2 of "The Workers Organisation" begins by showing why it is necessary for workers to co-operate together in an organisation. Read section (1) "Struggle and Strength". In that section, it says: "TO CONTROL EACH WORKER, THE EMPLOYER'S MAIN WEAPON IS THE OTHER WORKERS". Explain how that can be:

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Our Comments:-----

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Isahluko 2 sebhuku lethu lezifundo "Inhlangano Yabasebenzi" liqala ngokuchaza izizathu zokudl-ngeka kwabasebenzi ukuba basebenze bebanye kulenhlangano. Ake ufunde isigaba (1) "Umzabalazo namandla" kulesigaba kuthiwa: UKUPHATHA UMUNTU NGAMUNYE OWUMSEBENZI NGE-NTANDO YAKHE, UMQASHI UNESIKHALI ESIBALULE-KILE ESINGOMUNYE UMSEBENZI". Chaza ukuthi loku kungenzeka kanjani:

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Imbono yethu:-----

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The rest of the chapter deals with the early history of trade unions in other countries, and with the history of the first big union for unskilled workers in South Africa: the ICU. When reading through the chapter, there are two things you should notice especially:

The first thing is the fact that there has often been a division of interest between SKILLED WORKERS, organised into CRAFT UNIONS, and UNSKILLED WORKERS. Now read up to the end of the section on "Industrial unions", and then answer these questions.

- 1. Why is there sometimes enmity between skilled workers and unskilled workers?

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Our Comments:-----

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- 2. What is the difference between a Craft Union and an Industrial Union?

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Ngaphandle kwalokhu tsahluko sixoxa ngomlando wezinyonyana ukugala kwawo kwamanye amazwe, nangomlando wenyonyana yokugala enkulu yabasebenzi abangaqeqeshiwe ngomsebenzi emzansi Afrika-1- ICU. Ngenkathi ufunda lesahluko uzomelwa ukugaphelisa izinto ezimbili ngokusemqoka:

Into yokugala yiphuzu lokuthi bekuloku kuvamise ukuba noqhekeko mayelana nezifiso phakathi KWABASEBENZI BOMSEBENZI WOKUQEQESHA, abaguguzelwe behlangana ngaphansi kwamacRAFT UNIONS (Izinyonyana zabasebenzi bomsebenzi wokugqeqesha) NABASEBENZI BOMSEBENZI WOKUNGAQEQESHA. Manje funda uze ufike ekugcineni kwalesigaba esixoxa "ngezinyonyana ezehlukene ngezimbongi" (Industrial unions), bese uphendula lembuzo.

- 1. Yini ngesinye isikhathi kubakhona ukuzondana phakathi kwabasebenzi bomsebenzi wokugqeqesha nabasebenzi bomsebenzi wokungaqeqesha?

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Imibono Yethu:-----

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- 2. Yini umehluko phakathi kwe Craft Union ne-Industrial Union?

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The second thing to notice is the problems which the workers faced when they tried to organise. There were difficulties with the government and with the employers. And there were difficulties within the union organisation. Now read to the end of the chapter, and answer the following questions:

1. When Unions were first started in Europe, what did the governments do?

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Our Comments:-----

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2. How did employers fight against the unions?

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Our Comments:-----

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Into yesibili ofanele ukuyiqaphela yizinkinga abasebenzi ababhekana nazo ngenkathi bezama ukuhlanguka. Kwabakhona ubunzima obudalwa uhulumeni kanye nabagashi. Ngokunjalo kwabakhona ubunzima obuningi obugqubuka kuyona inhlango yenyonyana. Manje-ke funds uze ufike ekupheleni kwalesahluko, bese uphendula lembuzo elandelayo:

1. Ngesikhathi ziqala ukusungulwa izinyonyana eyulophu, yini eyenziwa uhulumeni?

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Imibono Yethu:-----

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2. Abagashi balwa ngandlelani nezinyonyana?

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Imibono Yethu:-----

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3. What do you think were the main reasons  
for the failure of the ICU?

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Our Comments:-----

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3. Uma ucabanga ungathi yiziphi izizathu  
ezisemqoka ezabulala i-ICU?

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Imibono Yethu:-----

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BUILDING UNITY.

Unity does not come by itself. All the workers in a big factory, and all the workers in a whole industry, cannot all meet together all the time.

They need a system of representatives through which they can communicate with one another.

In Chapter 3 we explain the organisational structure of a typical union.

There are three diagrams in the chapter. Look at them carefully and make sure that you understand them.

The first diagram shows how, through a system of representatives, all parts of the factory can be brought together, like links in a chain.

The second diagram shows how the representatives should be related to the workers. This diagram shows that there must be two parts to this relationship. Write down here what they are:

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Our Comments:-----

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UKWAKHA UBUNYE.

Ukuhlangana nibe munye akuyona into eziqhamuke-  
layo ngokwayo. Abasebenzi sebephelele bonke  
efektri enkulu, nabasebenzi bonke abakuleyo-  
mboni yamafektri awenza inhlobo eyodwa yomse-  
benzi abakwazi ukuhlangana bonke ndawonye ngaso  
sonke isikhathi.

Badinga uhlelo olwakhiwe lwabakhulumeli abanga-  
xhumana ngalo.

Esahlukweni 3 sichaza isakhiwo senhlangano  
yenyonyana yangempela.

Kunemidwebo emithathu kulesahluko. Yibuke  
ngokugaphela uqiniseke ukuthi uyayibona ukuthi  
ithini.

Umdwebo wokugala uyakhombisa ukuthi esewonke  
amadiphathimenti efektri angahlanganiswa  
kanjani njengokuxhumana kweketanga ngokusebe-  
nzisa uhlelo olwakhiwe kahle lwabakhulumeli.

Umdwebo wesibili ukhombisa ukuthi abakhulumeli  
bafanele babe nabudlelwane buni nabasebenzi.  
Lomdwebo ukhombisa ukuthi kufanele kube nonxa-  
mbili kulobudlelwane. Bhala phansi lapha usho  
ukuthi yibuphi lobudlelwane:

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Imbono yethu:-----

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YOUR UNION.

The third diagram shows all the different parts that go to make up a typical union. It shows that the workers are at the top of the union.

In each factory the workers elect representatives called SHOP STEWARDS, to bring together all the different parts of the factory.

The workers from the different factories also elect MEMBERS OF THE EXECUTIVE, whose job it is to bring together the workers from all the factories.

The Executive appoints OFFICIALS whose job it is to carry out the policy of the union and to help the workers in any way necessary. Much of the rest of "The Workers Organisation" explains how this system works, and explains the duties of these representatives and officials.

But to begin with, if you are a member of a union, you must know who the representatives and the officials are in your union. On the next page is a copy of the diagram. Find out the names of:

- all the shop stewards in your factory;
- all the members of the union executive, and especially the name of the executive member from your factory or your area.
- the secretary of your union;
- the organiser who is responsible for your factory.

INYONYANA YAKHO.

Umdwebo wesithathu ukhombisa zonke izingxenye ezehlukene ezithi uma sezihlangene zakhe inyonyana yangempela.

Lomdwebo uyakhombisa ukuthi abasebenzi yibona abahleli phezuu enyonyanent.

Efektri ngayinye abasebenzi bakhetha abakhulumeli ababizwa ngokuthi AMASHOP STEWARD, okuyibona abahlanganisa wonke amadiphathimentli awehlukene efektri.

Abasebenzi abasemafektri awehlukene babuye bakhethe AMALUNGA ESIGUNGU SE-EXECUTIVE, umsebenzi waso okungukuhlanganisa abasebenzi bakuwo wonke amafektri.

Lesigungu sikhetha ama-OFFICIALS (emdwebent sithe isikhulu zenyonyana) umsebenzi wawo okungukughubela phambili ipolicy (noma inqubo) ekhishwe yinyonyana futhi lama-official abuye asize abasebenzi ngendlela noma iyiphi edingekayo.

Okuningi okunye-ke kulesifundo esithi "Inhlangoango Yabasebenzi" kuchazwa ukuthi loluhlelo lusebenza kanjani, kubuye kuchazwe futhi imisebenzi yalabakhulumeli nalama-official.

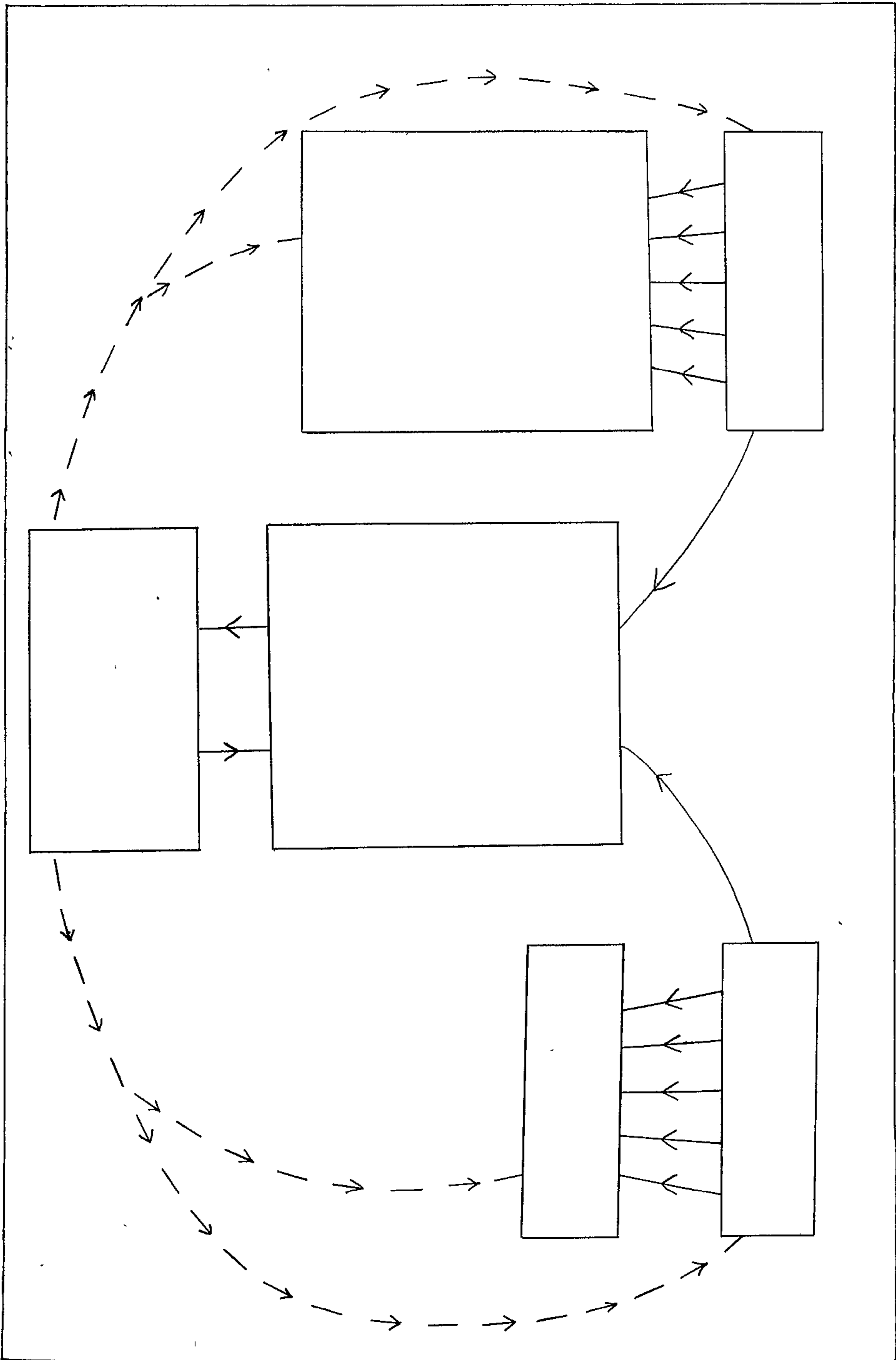
Kodwa okokugala ukuthi uma uyilunga lenyonyana, ufanele wazi ukuthi obani abakhulumeli nama-official enyonyana yakho. Ekhasini elilandelayo kunekhophi yalowomdwebo.

Thola amagama ababantu:

- awo wonke amashop steward efektri yakwenu;
- awo wonke amalunga esigungu senyonyana (executive), ikakhulukazi igama lelunga lesigungu elisefektri yakwenu noma lelunga lesigodi okusona;
- igama likanobhala wenyonyana yakho;
- igama likamgquguzeli oqondene nefektri okuyona.

Fill in the names in the spaces provided on the diagram.

Gwalsa amagama ezikhalel ezenziwe emdwebeni.





OBSTACLES TO UNITY.

No organisation runs all by itself. It is always difficult to keep an organisation working properly. In Chapter 4 some of the greatest difficulties are explained.

In an organisation, there are many different people with different jobs. For the organisation to work properly, each individual person has to do his or her job properly. Each member of a workers organisation has a job to do. Each member has a duty to make sure that the workers' representatives are carrying out the policy of the organisation, and that they are acting in the workers' interests. In this chapter, we look especially at ways in which the workers' representatives may fail to serve the interests of the workers.

It is very important that, as you read this chapter, you should think all the time of your own trade union. You should keep on asking yourself, "DOES THIS HAPPEN IN MY UNION"?

If you are not a member of a trade union, think about some other organisation to which you belong: a sports club, or a church, or a works committee. Some problems are common to all kinds of organisations. If you see how these problems occur in one kind of organisation, you will be better able to prevent the same thing happening in a trade union when you become involved in one.

IZINTO EZIVIMBE UKUBUMBANA.

Ayikho inhlango ezizubelayo zonke izinto ngokwayo. Kuhlale kuyinto enzima ukuphatha inhlango lsebenze kahle. Esahlukweni 4 buyachazwa obunye bobunzima obukhulu kakhulu.

Ehlanganweni kunabantu abanengi abehlukene abenza imisebenzi eyehlukene. Ukuze inhlango lsebenze kahle umuntu ngamunye umelwe ukwenza umsebenzi wakhe kahle. Ilunga ngalinye lenhlango yabasebenzi linomsebenzi elifanele liwenze. Ilunga ngalinye kungumsebenzi walo ukuba liqiniseke ukuthi abakuhlumeli babasebenzi bayayiqhubela phambili ipolisi (ingubo) yenhlango, nanokuthi konke abakwenzayo bakwenzela abasebenzi futhi kuyinto efunwa abasebenzi.

Kulesahluko sibheka kabanzi izindlela abakuhlumeli babasebenzi abangase bahluleke ngazo ukwenelisa izifiso zabasebenzi.

Kuyinto ebalulekile kakhulu ukuba, njengoba ufunda lesahluko, umgondo wakho uwubeke ugxile enyonyaneni yakho. Kufanele uthi ufunda ube uzibuza ukuthi, "NGABE LENTO IYENZEKA NJE KWEYAMI INYONYANA"?

Uma ungelona ilunga lenyonyana, cabanga noma ngenye inhlango oyilunga layo: noma iklabhu yomdlalo, noma isonto, noma iworks committee. Ezinye izinkinga zitholakala ngokufanayo kuzo zonke izinhlobo zezinhlangano. Uma uzibona ukuthi lezizinkinga zenzeka kanjani kwenye inhlobo yenhlango, uyokwazi kangcono ukuhebeza into enjengaleyo ingenzeki enyonyaneni ngenkathi kwenzeka ungena ngaphansi kwenyonyana.

The chapter begins by listing four main obstacles to unity. Write them down here:

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Our Comments:-----

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The first obstacle is INEFFICIENCY. You sometimes deal with the officials of your organization. Do you think that they are efficient? Answer the following questions:

If officials make appointments to meet the workers, are they usually on time?

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Our Comments:-----

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If you ask them to do something, do they usually do it, or do you have to remind them again and again?

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Our Comments:-----

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Lesahluko sika ngokubeka izinto ezine ezisemoka ezihlupho ezivimba ubumbano. Zihhalelapha phansi:

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Imibono Yethu:-----

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Into yokugala ewuhlupho UKUNGABIKHO KWEKHONO, Uke ube nayo into ekwenza ubonane nama-official ehlangano yakho. Uma ucabanga ungathi bantu bantu abawazi kahle umsebenzi wabo abasebenza ngekono? Phendula lembuzo elandelayo:

Uma ama-official (abaphathi benyonyana) enqumelene isikhathi sokubonana nabasebenzi, avamsi-le nje nje ukufika kubona ngesikhathi?

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Imibono Yethu:-----

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Uma ubacela ukuba benze into ethile, bavamsile nje ukuyenza, noma uye wena umelwe ukulokhu uphindelela ngokubakhumbuzwa?

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When you go to the union office, can the secretary or the organiser always find what you want easily, or do they have to look everywhere first?

Our Comments:-----

When you go to the union office, does it look neat and tidy, with everything in the right place?

Our Comments:-----

If you think that your officials are not very efficient, have you ever tried to do anything about that? Have you complained, and if so, what happened?

Our Comments:-----

Imbono Yethu:-----

Uma uya ehovisi lenyonyana, unobhala noma umguguzeli uyakwazi nje ukuyithola into oyifunayo kalula ngaso sonke isikhathi, noma mhlawumbe baye baqale bafune ngapha nangapha?

Imbono Yethu:-----

Uma uya ehovisi lenyonyana, ulifika libukeka lihlanzekile futhi zonke izinto ziqogwe kahle, into leyo naleyo isendaweni yayo?

Imbono Yethu:-----

Uma ucabanga ukuthi ama-official (abaphathi benyonyana) abakwazi ukusebenza ngekhono, sewake wazama nje ukwenza noma yini ngalokho? Sewake wasifaka nje isikhalo, uma sewake wasifaka, kwenzekani?

Our Comments:-----

The second obstacle to unity is what we have called BUREAUCRACY. Read the section on Bureaucracy. Then explain in your own words what is meant by Bureaucracy:

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Our Comments:-----

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Think about your own organisation. Do you think it is a bureaucracy in any way?

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Our Comments:-----

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Into yesibili evimbela ubumbano yilokhu esikubize ngokuthi yIBUREAUCRACY. Funda isigaba esixoxa ngeBureaucracy. Manjena chaza ngawakho amazwi ukuthi kuchaza ukuthini ukuthi IBureaucracy.

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Imbono Yethu:-----

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Cabanga ngenhlangano okuyona. Uma ucabanga ungathi iyibureaucracy ngezindlela ezithile?

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Imbono Yethu:-----

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When workers go to the union office with a complaint, how are they treated? Do they feel at home in the office? Do they feel that it is THEIR OFFICE, or do they feel it is just another office, like Bantu Affairs?

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Our Comments:-----

Talk about these questions with your fellow workers, and write down what they think. (Remember, a union comes out of solidarity between all workers. You must use this course to help build up solidarity. Discuss all the questions with your fellow workers).

Uma abasebenzi beya ehovisi lenyonyana nesi- khalo, baphathwa kanjani? Uthi bayakhululeka bazithole besekhaya uma besehovisi? Uthi bayazizwa nje egazini ukuthi leli YIHOVISI LABO, noma baye bezwe kumuncu nje kube sengathi thi bakwelinye ihovisi, elifana nakwa- Ndabazabantu?

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Imibono Yethu:-----

Xoxa ngalemibuzo nabanye osebenza nabo, bese ubhala phansi usho ukuthi bona babona kanjani. (Khumbula, inyonyana izalwa ubumbano lwabo bonke abasebenzi. Kufanele uzisebenzise lezifundo ekwakheni ubumbano. Xoxa nabafowenu noma odadewenu osebenza nabo ngayo yonke lembuzo.

The main way of preventing bureaucracy is by having a really democratic organisation in which the workers control and criticise their representatives and officials.

Much of the rest of "The Workers Organisation" deals with the question of union democracy (especially chapters 9, 10 and 11). The main tool for preserving democracy is the CONSTITUTION. The Constitution is the rules about how the organisation is to be run, and how the workers can keep control over their representatives. It is very important for you to know your union constitution.

Do you have a copy of the constitution? If you do not have a copy, make sure that you get one, and have it ready for use in later lessons. (If you do not belong to a trade union, get hold of the constitution of some other organisation to which you belong).

Both members and representatives, including officials, have a duty to make sure that the union works properly. Read the section headed "Preventing Bureaucracy 2) Organising". Write down here what the organisers must do to keep the organisation strong:

Our Comments:-----

Okuyiyona ndlela esemqoka yokuvimba ibureaucracy (ukuphatha inhlango sengathi ingeyakho) ukuba kwakhiwe inhlango lsebenze ngezwi leningi ngempela (inhlango edemocratic) lapho abasebenzi kuyibona abaphethe abakhulumeli babo futhi lapho bekwazi khona ukubahlaba.

Okuningi okunye ebhukwini "Inhlango Yabasebenzi" kugxile embandleni wenyonyana esebenza ngezwi leningi (ikakhulu isahluko 9, 10 no 11). Isikhali esisemqoka sokuvikela idemocracy (ukughuba ngezwi leningi) UMTHETHO-SISEKelo. Umthetho-sisekelo uqukethe imithetho eshoyo ukuthi inhlango izophathwa kanjani, neshoyo ukuthi abasebenzi bazokubaphatha kanjani abakhulumeli babo. Kuyinto ebalulekile kakhulu ukuba uwazi umthetho-sisekelo wenyonyana yakho.

Unayo nje ikhophi yomthetho-sisekelo? Uma ungenayo zama ukugciniseka ukuthi uyayithola, uhlale unayo eduze ukuze uyisebenzise ezifundweni ezilandelayo. (Uma ungelona ilunga lenyonyana, thola umthetho-sisekelo wenhlango noma iyiphi oyilunga layo).

Amalunga nabakhulumeli kanye nama-official kungumsebenzi wabo ukuba bagciniseke ngokuthi inyonyana isebenza ngokuyiko. Funda isigaba esingaphansi kweshloko esithi "Ukuvimbela IBureaucracy; Ukugquguzela". Bhala phansi lapha ukuthi yini abagquguzeli abafanele ukuyenza ukuze bagcine inhlango inamandla:

Imibono Yethu:-----

ORGANISERS MUST ALSO BE EDUCATORS. Do the  
organisers of your union explain about laws to  
workers with complaints, or do they try to  
handle the complaints by themselves, without  
explaining to the workers?

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Our Comments:-----  
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ABAGQUQUZELI BAFANELE FUTHI BABE ABAFUNDISI.  
Abagququzeli benyonyana yakho bayabachazela  
nje abasebenzi imthetho uma bexazulula izikhalo,  
noma bavele nje bazame ukulungisa izikhalo  
ngokwabo ngaphandle kokuchazela abasebenzi  
ukuthi yingani bezixazulula ngaleyo ndlela.

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Imbono Yethu:-----  
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The third obstacle to unity is corruption. In the section on corruption, it is explained that there are two kinds of corruption. Explain what they are:

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Our Comments:-----  
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To prevent money getting lost or stolen, the union must have proper financial arrangements. These are explained in Ch. 12 "Union Finances", and we will deal with them in a later lesson.

To prevent the second kind of corruption, the workers must keep a close check on how the representatives and officials behave.

Ask yourself: Are they acting in the workers' interests, or are they acting in their own interests?

Do the officials get paid much more than the workers are earning?  
Do they have an easy life, sitting in offices?  
Or do they get up early to be outside factories when they open, and then work late at night running shop steward courses?

Into yesithathu ewuhlupho oluvimba ubumbano yinkohlakalo. Esigabeni esixoxa ngenkohlakalo, kuyachazwa ukuthi kunezinhlolo ezimbili zenkohlakalo. Chaza ukuthi yiziphi lezinohlakalo:

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Imbono Yethu:-----  
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Ukuze inyonyana ingande ukulahleka nokuntsho-ntshwa kwemali ifanele ibe nohlelo oluhlille lokugcinwa kwezimali. Lokhu kuchaziwe kusahluko 12 esihlokeni esithi "Izimali Zenyonyana", lokhu-ke sizoxoxa ngako esifundweni esilandelayo.

Ukuze abasebenzi bangande inhlobo yesibili yenkohlakalo bafanele bahlale bephonse iso lokuhlola ukuthi lababantu abangabakhulumeli nama-official baziphatha kanjani.

Ake uzibuze: Kungabe abakwenzayo kuyinto ewusizo kubasebenzi, noma kumbe bafeza izifiso zabo nje? Kungabe ama-official ahola ngaphezulu kakhulu kunemali eholwa abasebenzi?  
Akusibona nje abantu abazihlalele impilo emandl, abanitha amajezi emahovisi? Noma bayavuka nje ngovivi babe semafektri baxoxe nabasebenzi ngesikhathi beyongena, babuye basebenze kuze kube sebusuku befundisa amashop steward?



Talk about these things with your fellow workers, and then write down here whether you think that the representatives and officials in your union are serving the workers, or whether they are just looking for a comfortable life.

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Our Comments:-----

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Xoxa ngalezizinto nabafowenu noma odadewenu osebenza nabo, bese uyabhala phansi lapha usho ukuthi ngowakho umbono kungabe abakhulumeli nama-official enyonyana yakho asebenzela abasebenzi, noma kumbe bazifunela inhlalo emmandi.

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Imibono Yethu:-----

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Now read the section on "Leadership Problems" (p.31,to the end of the chapter).

Explain in your own words what is meant by "Autocratic Leadership"?

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Our Comments:-----

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In your organisation, do the elected representatives feel that they now have the right to give everybody else orders? Or do they understand that to be a representative you have to listen to the workers and do what they want?

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Our Comments:-----

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Manje-ke funda isigaba esingeshloko esithi "Ubuholi" (ekhasini 34, uze ufike ekugcineni kwesahluko).

Chaza ngawakho amazwi ukuthi kusho ukuthini ukuthi "umholi uyi-Autocrat"?

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Imibono Yethu:-----

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Enhlanganweni oyilunga layo, abakhulumeli abakhethiwe abangaze bangazithola sebenelungelo nje lokutshela abantu ukuthi kuhle benzeni, babatshale lokhu nalokhu? Noma mhlawumbe ungathi bayagonda ukuthi ukuba umkhulumeli kusho ukulalela abasebenzi wenze lokho okufunwa yibona?

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Imibono Yethu:-----

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Do you think that there is a lot of fighting in your union? Do the representatives and the officials all work together well, or do they attack each other behind one another's backs. Are they all struggling to get more power?

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Our Comments:-----

Remember, this course is designed to help you to understand how your own organisation works, and then to help you to make it work better. So you must begin by looking carefully at how it is working now. Discuss all the questions in this lesson with your fellow workers, and answer them honestly.

Uma ubona ungathi kukhona ukuklwebhana ngokuxabana enyonyaneni yakho? Abakhulumeli nama-official bayakwazi nje ukusebenza ngokubambisana kahle, noma mhlawumbe bahlale behambelana ubunyoka ngokuhlelana. Kungabe yilowo nalowo wabo ulwela ukuba umholi?

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Imibono Yethu:-----

Khumbula, lezifundo zakhiwe ngendlela ezosiza wena ukuba uyazi inhlangotho yakho ukuthi isebenza kanjani, bese futhi zisize wena ukuba uyenze isebenze kangcono. Ngakho-ke umelwe ukuba ugale ngokubheka kahle ukuthi isebenza kanjani njengamanje. Xoxa ngayo yonke lembuzo ekulesifundo nabafowenu noma odadewenu osebenza nabo, bese uyiphendula ngokwethembeka njengoba istimo sinjalo.

We will end each lesson on "The Workers Organisation" by learning a little about the history of worker organisations. For this lesson, you should read Chapters 1 & 2 of "A History of Worker Organisation".

You do not need to remember everything in the history. But try to understand and remember the most important points. These are:

1. When Black South Africans lost their land, they had no choice but to go to work on other people's farms and in other people's mines and factories.
2. The diamond and gold mines were very important in the development of the South African economy.
3. There was an early division between skilled workers, who were mainly white, and unskilled workers who were mainly black. Because of this, the workers' movement became divided along racial lines.
4. The white workers had to struggle hard against the mine owners and against the government. But because they also had political power, they were finally able to force the owners and the government to recognise their rights.
5. When unskilled black workers first began to organise, they faced great difficulties. It is important to understand how those difficulties led to the failure of the ICU.

Now read the two chapters carefully, and then answer the questions on the next page.

Isifundo ngasinye "senhlangano Yabasebenzi" sizosiphetha ngokufunda okuthile ngomlando wezinhlango zabasebenzi. Magondana nalesifundo, ufanele ufunde isahluko 1 no 2 ebhukwini lezifundo "Umlando wezinhlango zabasebenzi".

Awudingi kukhumbula yonke into kwezomlando. Kodwa zama ukugonda futhi ukhumbule amaphuzu abaluleke kunawo wonke. Nanka:

1. Ngesikhathi Abamnyama baseMzansi Afrika bephucwa umhlaba wabo, kayibanga khona enye into ababengase bayenze ngaphandle kokuya kosebenza emapulazini abelungu nasezimayini nasemafektri.
2. Imigodi yedayimane neyegolide yayibaluleke kakhulu ekuthuthukiseni umnotho wasemzansi-Afrika.
3. Kwabakhona uqhekeko kwasekugaleni phakathi kwabasebenzi bomsebenzi wokugqeshwa, okwakungabelungu imvamisa, nabasebenzi bomsebenzi wokugqeshwa okwakungobantu abamnyama imvamisa. Ngenxa yalokhu, inhlango yabasebenzi yehlukana phakathi yahamba ngobuhlanga.
4. Abasebenzi abamhlophe bamelwa ukuzabalaza kanzi-ma belwa nabanikazi zimayini kanye nohulumeni. Kodwa ngenxa yokuthi babenamandla kwezobupolitiki futhi, bagcina bekwazile ukunyanzela abanikazi mabhizinisi nohulumeni ukuba bahloliphe amalungelo abo.
5. Ngenkathi abasebenzi abamnyama abangaqeqeshiwe ngomsebenzi begala ukugququzelana bahkekana nobunzima obukhulu. Kubalulekile ukwazi ukuthi lobobunzima badonsela kanjani ekuweni kwe-ICU. Manje funda lezihluko zozimbili ngokugqaphela bese uphendula lembuzo esekhasini ellandelayo.

1. Why did the Dutch first come to the Cape?

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Our comments:-----

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2. Where were diamonds discovered?

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Our Comments:-----

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3. Why did people offer themselves for work for so low wages and under such bad conditions?

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Our Comments:-----

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1. Yini ekugalenti eyenza amabhunu afike eKapa?

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Imibono Yethu:-----

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2. Idayimani yatholakalaphi?

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Imibono Yethu:-----

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3. Yini eyenza abantu bavume ukuyosebenzela amaholo aphantsi kangako babe besebenza ngaphansi kwezimo ezimbi kangakaya?

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Imibono Yethu:-----

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4. Why was the COMPOUND SYSTEM started at Kimberley?

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Our Comments:-----

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5. Why were the skilled craft workers against black workers learning how to do more skilled jobs.

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Our Comments:-----

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4. Yini eyenza abantu bahlaliswe EZINKOMPONI ekhimbili?

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Imibono Yethu:-----

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5. Yini eyenza abasebenzi bomsebenzi wokugege-- shwa bangafuni ukuba abasebenzi abamnyama bafunde ukwenza imisebenzi yokugegeshwa.

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Imibono Yethu:-----

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6. What is a SCAB?

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Our Comments:-----

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7. There were two big strikes by white mine workers. When did these strikes happen? Why did the workers go on strike?

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Our Comments:-----

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6. Yini iSCAB?

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Imibono Yethu:-----

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7. Kwabakhona iziteleka ezimbili ezinkulu zabasebenzi abamhlophe basezimayini. Zenzeka nini leziteleka? Yini eyenza abasebenzi bateleke?

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Imibono Yethu:-----

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8. When did the mine owners cut the wages of black mine workers?

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Our Comments:-----

9. Why do both employers generally like to pay low wages?

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Our Comments:-----

10. What were the names of the two political parties that joined together to form the PACT GOVERNMENT?

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Our Comments:-----

8. Amaholo abasebenzi basezimayini bawephula nini abanikazi bezimayini?

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Imibono Yethu:-----

9. Yini eyenza abaqashi kube yinto abayithanda- yo ukholelela amaholo aphansi?

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Imibono Yethu:-----

10. Kwakuyini amagama amaqembu amabili ezobu- politiki ahlangana ndawonye asungula UHULUMENI OYEDWA?

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Imibono Yethu:-----



11: Who founded the ICU?

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Our Comments:-----

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12. Why did the Natal branch of the ICU break away and form a separate union?

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Our Comments:-----

11. Ngubani owasungula i-ICU?

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Imbono Yethu:-----

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12. Yini eyadala igatsha lasenatal le-ICU liphume lisungule eyalo inyonyana?

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Imbono Yethu:-----

GLOSSARY:

INDUSTRIAL UNION. An Industrial Union is a Union which is open to all workers whether skilled or unskilled, in the same industry.

AUTOCRAT. An autocrat is a leader who will not listen to other people and always tells them what to do.

DEMOCRACY. Democracy means control by the people (Demos is an old word meaning people). An organisation is democratic if the leaders are chosen by all the members, and if all the members have the right to know what is happening in the organisation, and to take part in making important decisions.

SCAB. When workers go on strike, anybody who does his or her work is called a SCAB. A scab is a person who helps the employer to break a strike by doing some of the work of the striking workers, or by refusing to join the strike.

FINANCE. In our economy money is very important, and so there are people who work only with money, keeping money for other people, lending money to people who want capital to start businesses, and in other ways helping firms to find the money that they need for their work. A person who works with money in this way is a FINANCIER.

Somebody who provides the money to start a business FINANCES the business. When we talk of the FINANCES of a company, we mean its money affairs.

UHLU LWAMAGAMA ABALULEKILE:

INDUSTRIAL UNION. I-Industrial Union iyi-Nyonyana evuleleke kubo bonke abasebenzi, abaqeshiwe noma abangaqeshiwe, abasebenza embonini yomsebenzi ofanayo, okusho ukuthi kwi-industry efanayo.

AUTOCRAT. I-autocrat ngumholi ongalaleli lutho kwabanye abantu kodwa ohlale ebatshelela ukuthi yini abafanele bayenze.

DEMOCRACY. I-democracy isho ukuphathwa ngabantu (Demos leli yigama lakudala elisho abantu). Inhlangothi isuke isebenza nge-democracy uma abaholi bekhethwa yiwo wonke amalunga ayo, futhi uma wonke amalunga enalo ilungelo lokwazi okwenzekayo enhlanganweni, futhi benelungelo lokuba nezwi ekuthatheni izinqumo ezibalulekile.

SCAB. Uma abasebenzi beteleka, noma ngubani oye asebenze ubizwa ngokuthi uyISCAB. Umuntu oyISCAB uyimbuka kubasebenzi. I-SCAB ngumuntu osiza umgashi ekuchitheni isiteleka ngokuba enze umsebenzi wabasebenzi abatelekele, noma omsiza ngokwenqaba ukuzimbandanisa nesiteleka.

FINANCE. (Ukuphathwa kwezimali). Indlela okughutshwa ngayo kwezomnotho esikuwona imali iyinto ebaluleke kakhulu, ngakho-ke kunabantu abasebenza ngemali kuphela nje ngoba bagcinele abanye abantu imali babuye batshelekise ngemali kubantu abafuna imali yokusungula amabhizinisi, ngenye indlela abasuke besiza amafemu ukuba athole imali ayidingayo ekwenzeni imisebenzi yawo. Umuntu osebenza ngemali ngalendlela ubizwa ngokuthi uyIFINANCIER. Umuntu osiza ngemali yokugala ibhizinisi sesitye sithi UFAYINENSA ibhizinisi. Uma sikhuluma ngama FINANCE enkampani siske sisho izindaba eziphathelene nezimali zaleyonkampani.

ECONOMY. All the different things connected with the making and buying and selling of goods and services together make up the ECONOMY. The study of the economy is called ECONOMICS. In these lessons you are learning some ECONOMICS.

BUREAUCRACY. A "bureau" is an office. A BUREAUCRACY is an organisation which is so busy with paper work in the office that it has no time for anything else. Instead of serving people, a bureaucracy treats people as though they were a nuisance.

CONSTITUTION. Any organisation must have rules which say how the organisation will work. These rules are the CONSTITUTION.

CRAFT UNION. A "CRAFT" is a skilled job. A Craft Union is a trade union of skilled workers. For example, carpenters, electricians and boiler-makers are skilled CRAFTSMEN. A union for carpenters or boiler-makers is a craft union.

EFFICIENCY; Somebody who does their work well and quickly is EFFICIENT.

POLICY. The Annual General Meeting has to take decisions about what the union should do. These decisions are the POLICY of the union.

SOLIDARITY. There is solidarity between people when they all stand together so that they are like a SOLID mass.

UMNOTHO. Zonke izinto ngokwehlukana kwazo ezithintene nokwakha nokuthenga nokudayisa izimpahla nokukhokhelwa ngokwenzela abantu zihlangene zakha UMNOTHO. Imfundo yomotho ibizwa ngokuthi EZOMNOTHO. Kulezifundo ufunda NGEZOMNOTHO.

BUREAUCRACY. Igama elithi "bureau" lisho ihovisi. I-Bureaucracy yihlangano ehlale imatasatasa ngomsebenzi obhalwa emaphapheni ehovisi okungangoba kayibi naso isikhathi sokwenza noma yini enye. Esikhundleni sokusiza abantu, lbureaucracy iphatha abantu sengathi bawuhlupho.

UMTHETHO-SISEKELO. Ihlangano noma iyiphi imelwe ukuba ibe nemithetho eshoyo ukuthi lenhlangano izosebenza kanjani. Lemithetho iyiconstitution (Umthetho-sisekelo).

CRAFT UNION. Igama elithi "CRAFT" lisho umsebenzi wokugeqeshwa. I-Craft Union yinyonana yabasebenzi abasebenza umsebenzi wokugeqeshwa. Singalinganisa kanje: ababazi, izazi zikagezi, abakhi bobhayela bangamacRAFTSMEN. Inyonyana yababazi noma yabakhi bobhayela iyicraft union.

EFFICIENCY. (Ikhono) Umuntu owenza umsebenzi wakhe kahle nangokushesha u-EFFICIENT (Unekhono).

POLICY. Umhlangano kawonke-wonke wonyaka umelwe ukukhipha izingqumo mayelana nokuthi yini efanele ukwenziwa yinyonyana. Lezozingqumo ziyiPOLICY yenyonyana.

SOLIDARITY (UBUMBANO). Kusuke kunobumbano kubantu uma behlangene ngendlela efana nesigaxa SOBUMBA oluginile.

INDUSTRIAL RELATIONS COURSE.

LESSON / ISIFUNDO : 1

Name of Student / Igama lomfundi : .....

Name of firm / Igama lefemu : .....

Type of Industry / Uhlobo lwemboni : .....

1.

This is your first lesson in the course for the DIPLOMA IN INDUSTRIAL RELATIONS.

In this lesson we shall explain:

Why it is important to do this course  
How this course will be run  
What you will learn in the course.

WHY IT IS IMPORTANT TO DO THIS COURSE.

This course is designed to serve workers in the task of building strong workers' organisations in their factories. In a workers' organisation you will need to be able to do many things, and there are many new things that you will need to know.

You will need to be able to:

Write reports  
Read about your factory  
Collect and look after money

In order to be able to do these things properly, you must get used to working with writing and with numbers. This is why it is important to do a written course, as well as your ordinary shop steward training. By working through this course and doing the lessons properly you will be training yourself to work easily with written words and numbers.

Lesi yisifundo sakho sokuqala emfundweni YEZIQU ZOBUDLElwANE KWEZOMSEBENZI.

Kulesifundo sizochaza:

UKuthi yingani kubalulekile ukufundela Lemfundo  
UKuthi lemfuno izofundwa kanjani  
UKuthi yini ozoyifunda kulemfundo.

OKUYIYONANTO EYENZA KUBALULEKE UKUFUNDA LEMFUNDO.

Lemfundo ilungiselwe ukusiza abasebenzi emsebenzini wokakha izinhlangano zabasebenzi ezigotho emafektri abo. Ehlanganweni yabasebenzi uyodinga wazi izinto eziningi, futhi kunjalo nje ziningi ezinye izinto ezintsha oyodinga uzazi.

Uyodinga ukwazi:

UKubhala imibiko  
UKufunda ngefektri yakwenu  
UKuqoqa nokugcina imali

UKuze ukwazi ukwenza lezizinto ngokuyiko, ufanelle uzijwayeze ukusebenza ngokubhala nangokusebenza ngamanani. Yingako kubalulekile ukufunda imfundo ebhalwe phansi, kanye nezi-fundo zamashop steward. Ngokusebenza ngalemfundo nangokwenza izifundo ngenhlela ekahle uyobe uyaziqeqesha ukuze usebenze kalula ngamagama abhaliwe namanani abhaliwe.

WHAT DO YOU NEED TO KNOW?

You do not only need to be able to work with written words and numbers. You will also need to know many things. You will need to:

KNOW YOUR TRADE UNION  
KNOW YOUR FACTORY  
KNOW THE LAW  
KNOW YOUR SOCIETY

Our aim in this course is to give you the basic information which you need in order to:

- 1) Know how to organise workers in such a way as to bring about unity and solidarity.
- 2) Understand how your factory works, and how the product of the factory gets divided into wages for the workers and profit for the owners.
- 3) Understand the laws which govern workers' organisations, and the rights of factory workers.
- 4) Know something about how South African society works, and how the South African economy affects you and your organisation.

When you have finished the course you will be better able to help in the task of building a strong workers' organisation. You will be better able to negotiate with the employers for the improved wages and working conditions. And you will be better able to understand the problems facing workers and workers' organisations in South Africa today.

YINI ODINGA UKUYAZI?

Awudingi kuphela ukwazi ukusebenza ngamagama abhaliwe namanani abhaliwe. Uzodinga futhi wazi izinto eziningi. Uzodinga:

UKWAZI INYONYANA YAKHO  
UKWAZI IFEKTRI YAKWENU  
UKWAZI UMTHETHO  
\* UKWAZI UMPHAKATHI OKUWONA

Inhliso yethu kulomfundo (course) ukukunikeza ingqikithi yolwazi oludingayo ukuze:

- 1) Wazi ukugqugquzela abasebenzi ngale-ndlela ezokwakha ubunye nobumbano.
- 2) Wazi kahle ukuthi ifektri yakho isebenza kanjani, nanokuthi umkhigizo walefektri wabiwa kanjani ngendlela yamaholo abasebenzi nanezinzuzo (profits) zabanikazi.
- 3) Wazi imithetho eyengamele izinhlangano zabasebenzi namalungelo abasebenzi basemafektri.
- 4) Wazi okuthile mayelana nokusebenza komphakathi waseMzansi Afrika, nanokuthi ezomnotho zaseMzansi Afrika zithintana kanjani nawe kanye nenhlangano yakho.

Uma sewuqedile lemfundo uyobe sewukwazi ukusiza kangcono emsebenzini wokubumba inhlangano enamandla yabasenzi. Uyokwazi kangcono ukuxoxa nabaqashi ngamaholo aphakeme nezimo ezingcono zokusebenza. Futhi uyokwazi kangcono ukubona izinkinga ezibhekene nabasebenzi kanye nezinhlangano zabasebenzi eMzansi Afrika namuhla.

HOW THE COURSE WILL BE RUN

There will be two different groups of workers doing this course. Some will be doing it by themselves. Others will be doing it as part of their ordinary shop steward courses, run by their unions.

1) Studying by yourself.

If you are studying by yourself, then you will receive one lesson every two weeks. You must work through the lesson. You must answer all the questions on the lesson, and when you have finished you must post the lesson with the answered questions back to the IIE. You will receive a special postage-paid return envelope. YOU DO NOT NEED TO PUT ON A STAMP. Just put the completed lesson into the special envelope, and put it in a post box.

We will read through your answers and correct them if they are wrong. When we have finished we will post the lesson back to you. You must then read it through carefully to see if you made any mistakes. You must:

- ANSWER THE QUESTION ON EACH LESSON
- SEND THE ANSWERS BACK TO THE IIE
- READ OUR CORRECTIONS CAREFULLY

If you do not send the answers back to us, we will not be able to see how you are doing. If you do not read our corrections carefully, you will not be able to see whether or not you are understanding everything.

IT IS BETTER TO WORK TOGETHER WITH OTHER WORKERS RATHER THAN BY YOURSELF. TRY TO PERSUADE SOME FRIENDS TO DO THE COURSE SO THAT YOU CAN WORK TOGETHER. COME INTO THE IIE OFFICE WHEN YOU NEED HELP. We will also organise special classes for you. You will be informed later of the times and place.

INDLELA EZOQHUTSHWA NGAYO LEMFUNDO

Kuzoba namagembu amabili awehlukene abasebenzi azokwenza lemfundo. Abanye bazobe bezenzela bona ngokwabo. Abanye bazobe beyenza njenge-ngxenye yezifundo eziwayelekile zokugqesha amashop stewards ezifundiswa yizinyonyana zabo.

1) Uma uzifundela ngokwakho.

Uma uzifundela ngokwakho, uyofumana isifundo sibe sinye njalo emasontweni amabili. Kufanele usifunde kahle isifundo. Kufanele uyiphendule yonke imbuzo ekulesosifundo uthi ke uma sewuqedile bese usithumela isifundo kanye nemi-buzo ephenduliwe, kubuyele kwa-IIE. Uyothola imvilophu eyisiphesheni esikhokhelwe isitembu ebuyela kithina. AWUDINGI KUFAKA SITEMBU. Vele ufake isifundo osewuqidile emvilophini eyisipesheni bese uyifaka esigxotsheni seposi.

Siyofunda zonke izimpendulo zakho sizilungise uma zingalungile bese siposela kuwena isifundo uma sesiqedile. Manje-ke ufanele usifunde sonke kahle ukuze ubone ukuthi alikho yini iphutha olenzile. Ufanele:

- UPHENDULE YONKE IMIBUZO ESESIFUNDWENI
- NGASINYE
- UTHUMELE IZIMPENDULO ZIBUYELE KWA-IIE
- UFUNDE UKULUNGISA (ukukorekta) KWETHU
- KAHLE-HLE.

Uma ungazibuyiseli kithina izimpendulo, angeke sikwazi ukubona ukuthi uqhuba kanjani. Uma ungakufundi ngokunakekela ukukorekta kwethu, angeke ukwazi ukubona ukuthi uyayilandela yonke into noma cha.

KUNGCONO UKUFUNDA NIHLANGENE NABANYE ABASEBENZI KUNOMA UWEDWANA. ZAMA UKUKHUTHAZA ABANYE ABANGA-NE UKUBA BAFUNDE LEMFUNO UKUZE NIKWAZI UKUFUNDA NDAWONYE. FIKA EHOVISI LE-IIE UMA UFUNA USIZO. Sizozenzela amalungiselelo amaklasi ayizipesheni. Niyokwaziswa kamuva ngezikhathi nangendawo yokuhlalnganela.

2) The Shop Stewards Course.

Most workers will be doing this course as part of their trade union shop steward course. Your shop stewards course will begin with a number of introductory meetings. At these meetings you will discuss the main principles of workers organisation. These meetings will take place about once or twice a week. The introduction will take five or six meetings.

At the end of this time, you will continue to have a weekly shop steward meeting with your union organiser. At these weekly meetings you will combine two things:

- 1) You will discuss the problems that have arisen in your factory that week. Each shop steward will give a report on his or her department.
- 2) You will also discuss the IIE lesson for that week. In this way you will be able to make sure that you apply everything in the lessons to your factory and to your trade union. The union organiser will also be able to help you with any difficulties in the lesson.

Every two weeks you will receive a printed lesson. You will take the lesson home and read it. The following week you will have a discussion on the lesson at your shop steward meeting. Then you will take the lesson away again and answer the questions. The next week you will have a discussion about any difficult questions. You will hand your lesson book with your answers to the Organiser, and you will receive the lesson for the following week. The organiser will give us your answers, and we will read them and correct any mistakes. They will then be returned to you through your union organiser at a later shop steward meeting.

2) Izifundo zamashop steward.

Iningilabasebenzi bazozenza lezifundo njengengxenyeyezifundo zabo zamashop steward. Izifundo zenu zamashop steward zizoqala ngemihlangano embalwa eyisingeniso. Kulemihlangano nizoxoxa ngemigomo esemqoka yenhlangano yabasebenzi. Lemihlangano izohlangana mhlawumbe kanye noma kabili ngesonto. Isingeniso siyothatha imihlangano emihlanu noma eyisithupha.

Ekupheleni kwalesikhathi, niyoqhubeka nemihlangano yamasontonke yamashop steward ninomgquguzeli wenu. Kulemihlangano niyohlanganisa izinto ezimbili:

- 1) Niyoxoxa ngezinkinga ezinivelele efektri yakwenu ngaleliso. Ishop steward ngayinye iyokhipha umbiko ngediphathimenti yayo.
- 2) Niyobuye nixoxe ngesifundo se-IIE esiphume ngaleliso. Ngalendlela niyokwazi ukusebenza nihlangene ngezifundo. Niyokwazi ukujiniseka ukuthi niyayisebenzisa yonke into esezifundweni efektri yakwenu nasenyonyaneni yenu. Nomgquguzeli wenyonyana naye futhi uyokwazi ukunisiza ngobunzima noma yibuphi obusezifundweni.

Njalo emasontweni amabili uyofumana isifundo esibhalwe ngomshini. Ngakho-ke uyogoduka nesifundo ufike usifunde. Esontweni elilandelayo uyoxoxa ngalesosifundo emhlanganweni wenu wamashop steward. Emuva kwalokho uyohamba naso futhi isifundo ufike uphendule imbuzo. Esontweni ellandelayo niyoxoxa nganoma yimiphi imbuzo elukhuni. Uyobuyisela ibhuku lesifundo nezimpendulo zakho kumgquguzeli bese uthola isifundo sangesonto ellandelayo. Umgquguzeli uyosinikeza izimpendulo zakho sizifunde, silungise amaphutha angabakhona. Ziyobuyiselwa kuwena ngesandla sikamgquguzeli wenyonyana yakho emhlanganweni wamashop steward olandelayo.



THE LESSONBOOK AND THE HANDBOOK

The course is divided into three parts:

THE WORKERS ORGANISATION  
THE WORKER IN THE FACTORY  
THE WORKER IN THE SOCIETY

At the beginning of each part you will receive one or two HANDBOOKS. These handbooks will be about everything that you will learn in that part of the course. But do not try to read the handbook all at once.

The LESSON BOOK which you receive every two weeks will deal with a part of the Handbook. This means that by doing the lessons you will work slowly through the handbook.

When you have finished that section of the course you will know what is in the handbook, and:

- 1) You will have learnt the most important things in the handbook.
- 2) You will know what is in the handbook, and how to use it, so that you can look up anything that you have forgotten.

The Lesson Book will do three things:

- 1) It will introduce you to what you are going to learn.
- 2) It will tell you where in the Handbook you can read more about it.
- 3) It will ask you questions to see if you have understood what you have read in the Handbook.

THE HANDBOOK IS A BOOK WHICH YOU KEEP TO CONSULT WHEN YOU NEED IT.

THE LESSON BOOK IS A WORK BOOK IN WHICH YOU WRITE NOTES AND ANSWER QUESTIONS.

IBHUKU LEZIFUNDO NENCWADI EQUKETHI  
ULWAZI OLUTHILE (Handbook)

Lemfundo yahlukaniswe ngezinxenye ezintathu:

INHLANGANO YABASEBENZI  
UMSEBENZI ESEFEKTRI  
UMSEBENZI ESEMPHAKATHINI.

Ekuqaleni kwinxenye ngayinye uyothola iHANDBOOK (incwadi equkethe ulwazi) eyodwa noma amabili. Lamahandbook ayokukatha yonke into oyoyifunda kuleyinxenye yalemfundo. Kodwa musa ukuzama ukufunda ihandbook yonke kanye-kanye.

IBHUKU LEZIFUNDO olitholayo njalo emasontweni amabili liyoxoxa ngenxenye yehandbook. Loku kusho ukuthi ngokwenza izifundo uyoyifunda ngokuya ngokuya ihandbook.

Uma sewuyiqedile leyinxenye yemfundo uyokwazi ukuthi yini equkethe yihandbook, laphe-ke:

- 1) Uyobe sewuthole ulwazi ngezinto ezibaluleke kunazo zonke kwihandbook.
- 2) Uyokwazi ukuthi yini ekwihandbook, wazi nanokuyisebenzisa, ukuze ukwazi ukuphenya ubheke noma yini osewuyikhohliwe.

Ibhuku lezifundo liyokwenza izinto ezintathu:

- 1) Liyokukhanyisela into ozokuyifunda.
- 2) Liyokutshela ukuthi yimaphi kwihandbook laphe ungafunda khona kabanzi ngaleyonto.
- 3) Liyokubuza imibuzo lenzela ukubona ukubona ukuthi ingene kahle yini kuwena into oyifundile kwihandbook.

IHANDBOOK YIBHUKU OLIGCINAYO OPHENYA KULONA  
UMA ULIDINGA.

IBHUKU LEZIFUNDO YIBHUKU OSEBENZELA KULONA  
OBHALA KULO AMANOTHI NEZIMPENDULO.

QUESTION PAGE / IKHASI LEMIBUZO.

When you open the lesson book you will usually see that the LEFTHAND PAGE is full of writing. The RIGHT HAND PAGE (this page) will only have a few questions on it. The right hand page is the main work page, where you must write down the answers to the questions. We will start with this page. Write down the answers to the following questions:

Uma uvula ibhuku lakho lezifundo uyovamisa ukubona ukuthi IKHASI LANGAKWESOBUNXELE ligcwele okubhalwe. IKHASI LANGAKWESOKUDLA (lelikhasi) liyokuba nemibuzo embalwa kuphela. Ikhasi langakwesokudla liyikhasi okuyilona lomsebenzi ngempela lapho ufanele ukubhala kulona izimpendulo zemibuzo. Sizogala ngalelikhasi. Bhala phansi izimpendulo zalemibuzo elandelayo:

1. Are you doing this course by yourself or as part of a shop steward course? Lemfundo uyenza ngokwakho nje, noma iyingxenye yezifundo zamashop steward?

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2. What must you do with the lesson book once you have answered all the questions? Yini ofanele uyenze ngebhuku lezifundo uma sewuyiphendulile yonke imibuzo?

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3. What are the four main things which you need to know? (see page 2) Yizini izinto ezine ezisemqoka odinga ukuzazi? (bhaka ekhasini 2)

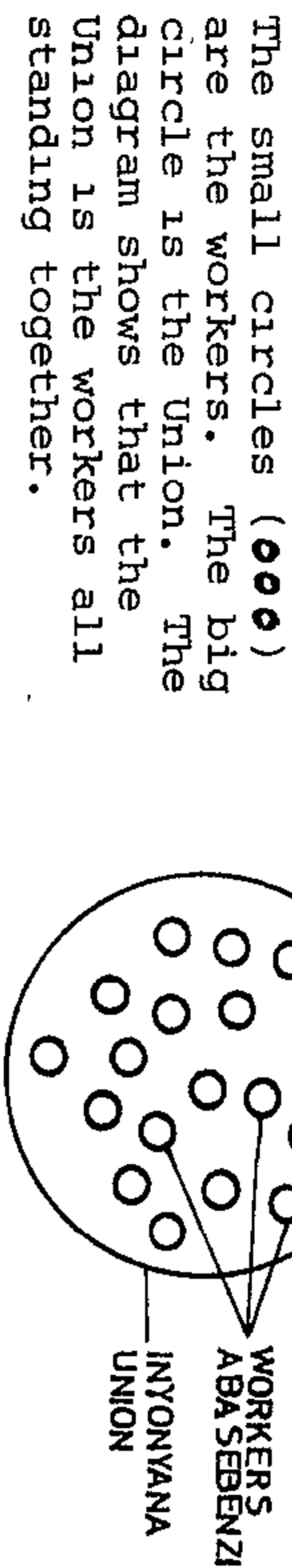
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Most of the lessons will be written in words. But we will also often use special kinds of pictures called DIAGRAMS.

For example, this is a diagram of the workers and the Union:



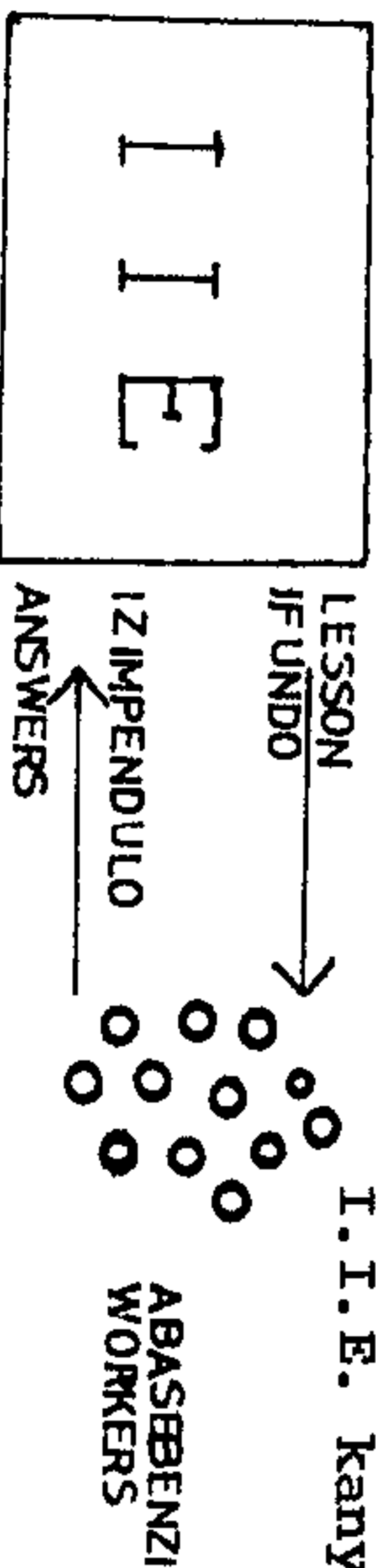
Izifundo eziningi zizolotshwa ngamagama. Kodwa siyobuye sidle ngokusebenzisa izinhlobo ezithize zemifanekiso ezibizwa ngokuthi ngama-DIAGRAMS.  
Ake ngilinganise, lona ngumfanekiso wabasebenzi nENYONYANA:

Izindilinga ezincane zimele abasebenzi (○○○). Isiyingi esikhulu simele inYonyana. Umfanekiso uwonke ukhombisa ukuthi inYonyana ingabasebenzi bonke bemibemunye.

This is a very simple diagram, but diagrams can also be used to show very complicated things. That is why we will use many diagrams. So it is very important that you learn to understand diagrams.

Lona ngumfanekiso olula kakhulu, kodwa imifanekiso ingabuye isetshenziswe ukukhombisa izinto eziyimiphicwaphicwane kakhulu. Yingakhoke sizosebenzisa imifanekiso eminingi. Ngakhoke kubalulekile kakhulu ukuthi ufunde ukuyazi imifanekiso.

Here is another diagram. This is a diagram of the I.I.E. and its students.



Nangu omunye umfanekiso. Lona ngumfanekiso we-I.I.E. Kanye nabafundi bayo.

Imicibisholo (→ ←) ikhomba ukuthi izifundo zisuka kwa-IIE ziye kubasebenzi, nezimpendulo zisuka kubasebenzi ziye kwa-IIE.

The arrows (→ ←) show that the lessons go from the IIE to the workers and that the answers go from the workers to the IIE.

QUESTIONS AND NOTES.

IMIBUZO NAMA NOTHI.

Question 1: Copy the diagram of the I.I.E. and its students.

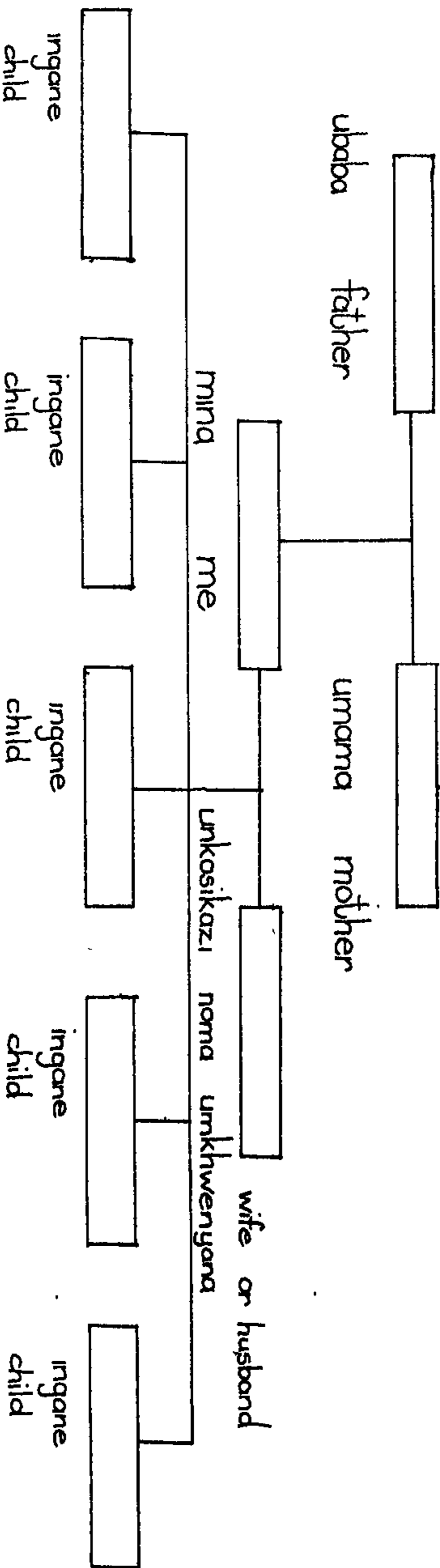
Umbuzo 1: Kopisha umfanekiso we-I.I.E. kanye nabafundi bayo.

Answer:

Impendulo:

Question 2: Here is a diagram of a family. If you have children, write the names of your children in the proper places on the diagram. Also write the names of your father and mother.

Umbuzo 2: Mangu umfanekiso womndeni. Uma unazo izingane bhala amagama ezingane zakho ezindaweni ezifanele kulomfanekiso. Bhala futhi igama likanyoko nelikayihlo.



(If you have more than five children make more places for the others.)

(Uma unezingane ezingaphezulu kuka 5 yakha izindawo zokuzibhala ezinye.)

At the end of each lesson, you will find a list of the most important words in the lesson, with explanations in English and Zulu. These are the words that you must try to remember so that you can use them.

If you are doing this course in Zulu, you must try to learn these words in English. Often your employer cannot or will not speak Zulu. So when you speak to him about the factory and about the wages, it will be better if you know some of these words in English.

If you can read some English, then you can learn some more English if you sometimes read the English lesson after you have read the Zulu lesson. First read the Zulu. Then when you have understood it and answered the questions, try to read the English. If you find a part that you can not understand, then you can look again at the Zulu lesson and see what is written there in the same place.

You do not have to do this, but it will help you to learn more English, because English is the language of the employers, and it is with the employers that you have to argue.

Remember, on each page you will find the same thing written in Zulu and in English.

(If you speak English but don't know Zulu, then you can use the book to learn some Zulu.)

Ekupheleni kwesifundo ngasinye uyofumana uhlelo lwamagama amasha abalulekile kakhulu kulesisifundo, anencazelo ngesingisi nangesizulu. Lawake ngamagama okufanele uzame ukwakhumbula, yikhona uyokuwasebenzisa.

Uma lemfundo uyenza ngesizulu, kufanele uzame futhi ukwafunda lamagama ngesingisi. Kuvamisile ukuthi umgashi wakho angakwazi noma angazimisele ukukhuluma isizulu. Ngakho-ke uma ukhuluma naye mayelana ngefektri noma ngamaholo, kuyobangcono uma wazi amanye amagama ngesingisi.

Uma ukwazi ukufunda isingisi kancane ungafunda isingisi esithe xaxa uma ngesinye isikhathi ufunda isifundo sesingisi emuva kokufunda isifundo sesizulu. Qala ngokufunda isifundo sesizulu. Uthike uma sewusizwe kahle isifundo wayiphendula imibuzo futhi, uzame ukufunda isingisi. Uma ufumanisa isigaba ongasizwa, uphinde ubheke futhi esifundweni sesizulu ubone ukuthi kubhalweni lapho kusona lesosigaba.

Awunyanzelekile ukwenza lokhu, kodwa kuyokusiza lokhu ekufundeni isingisi esithe xaxa ngoba isingisi siwulimi lwabaqashi, kanti ngabaqashi labo ozophikisana nabo.

Khumbula ekhasini ngalinye uyofumana into yona leyo ilotshwe ngesizulu nangesingisi.

(Uma ukhuluma isingisi kodwa ungasazi isizulu usangakwazi ukusebenzisa lelibhuku ekufundeni isizulu.)

QUESTIONS AND NOTES / BHALA AMANOTHI UPHEMULI NEMIBUZO LAPHI.

Question: How can you use this book to teach yourself more English?

Umbuzo: Ungaliseber'isa kanjani lelibhuku ukuze ikufundise isingisi esithe ukuphakama?

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WHAT YOU WILL LEARN

This course is for workers. It is to help them in the task of building strong workers organisations through which they can solve their problems. To know what must be put in such a course, we must answer these questions:

- WHAT IS A WORKER?
- WHAT SPECIAL PROBLEMS DO WORKERS HAVE?
- HOW CAN THEY SOLVE THESE PROBLEMS?

The old societies which used to exist everywhere in the world were what are called SUBSISTENCE ECONOMIES. A subsistence economy is an economy in which people grow or make for themselves all the things that they need. There are no large factories. Instead each family has its own bit of land and grows its own food. They make their own clothes, and often even make their own tools. In this kind of society everyone works, BUT NOBODY IS A WORKER.

By the word WORKER we mean somebody who works for somebody else in return for a WAGE. A worker does not own land or tools. Instead, he or she has to get a job in a factory or on a farm which is owned by somebody else.

In a subsistence economy the income of the family is set by the weather, and by how hard the family works. If the weather is good and the family work hard on their land, they will get good crops.

It is easy to see why some people get much and some get little.

But in a factory economy (an INDUSTRIAL economy) like South Africa today it is much more difficult to understand what is happening.

INTO OZOKUYIFUNDA

Lemfundo ingeyabasebenzi. Ingeyokubasiza ekwakheni izinhlangano ezinamandla zabasebenzi abangakwazi ngazo ukuxazulula izinkinga zabo. Ukuze sazi ukuthi yini efanele ukungena kulemfundo, sifanele ukuphendula lemibuzo:

- UYINI UMSEBENZI (worker)?
- YIZINKINGA ZINI ABASEBENZI ABANAZO?
- BANGAZIXAZULULA KANJANI LEZINKINGA?

Emiphakathini yakudala eyayikhona kuzo zonke izindawo emhlabeni jikelele yayiyilokhu okuthiwa yiSUBSISTENCE ECONOMIES. Isubsistence economy ingumotho lapho abantu bezitshalela noma bezakhela zonke izinto abazidingayo. Awekho amafektri amakhulu. Esikhundleni salokho umndeni ngamunye unesiqeshana sawo somhlaba lapho utshala khona ukudla kwawo. Abantu baye bakhe izingubo zabo, futhi imvamisa baye bazakhele namathuluzi abo. Kulenhlobo yomphakathi wonke umuntu uyasebenza KODWA AKEKHO UMUNTU OBA NGUMSEBENZI.

Ngegama elithi UMSEBENZI sichaza umuntu osebenzela omunye, umuntu ukuze athole UMHOLO. Umsebenzi akanawo umhlaba noma amathuluzi. Esikhundleni salokho, uthola umsebenzi efektri noma epulazini lomunye umuntu.

Kwisubsistence economy (umnotho owenele isisu) okuphilisa umndeni kuya ngokuthi izulu lihle kanjani, nangokuthi umndeni usebenza nzima kanjani. Uma izulu lilihle futhi nomndeni usebenza kahle emhlabeni wabo bathola izitshalo ezinhle.

Kubalula ukubona ukuthi yingani abanye abantu bethola kakhulu abanye bathole kancane.

Kodwa kwezomotho wasefektri (INDUSTRIAL economy) njengomzansi Afrika namuhla kunzima kakhulu ukugonda ukuthi yini eyenzekayo.

QUESTION / IMIBUZO

1) Is South Africa today a subsistence economy? (usebenza ngomotho owenele isisu okwalesosikhashana?).  
UMzansi Afrika namuhla ngabe uyisubsistence economy

2) Do you own the machines or the tools that you work with?  
Imishini noma amathuluzi osebenza ngako kungokwakho yini?

3) Why do you have to work for somebody else for wages, instead of working for yourself?  
Yini eyenza ukuthi usebenzele omunye umuntu ukuze uthole umholo, esikhundleni sokuzisebenzela wena qobo lwakho?



WAGE-WORKERS

Read Chapter 1 of the Handbook on "The Workers' Organisation".

In this chapter we explain briefly how the change from a subsistence economy to an industrial economy came about. We also explain what happened to the workers as a result of that change:

- They lost the right to work
- They lost control over their work
- They lost control over the product of their work.

Workers have lost control over their lives and over their work. They can only recover some control through solidarity with their fellow workers. The purpose of the trade union is to enable the workers to stand together and to negotiate for a say in setting wages and working conditions.

So the first problem for workers is:

HOW DO WE BUILD UP A STRONG WORKERS ORGANISATION?

The first part of the course will answer this question. You will learn:

- 1) How to organise in the factory
- 2) How to run a factory committee
- 3) How to build up a democratic organisation linking workers in different factories
- 4) How to take care of the finances of a workers' organisation.

At the same time you will learn about the history of workers organisations, in South Africa and elsewhere. This will help you to understand the problems facing workers organisations today.

ABASEBENZI BOMHOLO

Funda isahluko 1 kwiHandbook esixoxa ngaphansi kwesihloko "Inhlangotho yabasebenzi".

Kulesahluko siyachaza ngamafuphi ukuthi uguquko lwesubstistence economy kuya kwi-Industrial economy lwavela kanjani. Futhi siyachaza ukuthi yini eyenzeka kubasebenzi ngenxa yaloluququko:

- Balahlekelwa yilungelo lokusebenza
- Balahlekelwa ukuziphathela umsebenzi wabo.
- Balahlekelwa ukuziphathela umkhqizo womsebenzi wabo.

Abasebenzi sebelahlekelwe ukuziphathela izinqumo zempilo yabo kanye nomsebenzi wabo. Bangabanako ukuzibuyisa ezinye zalezinto kuphela ngokuhlalanga na nabanye abangabasebenzi kanye nabo. Inhlalo yeNyonyana iwukwenza abasebenzi bahlale behlangene futhi baxoxe bethembele emandleni abo ukuba babe nezwi ekwakhiweni kwamaholo nezimo zokusebenza.

Ngakhoke inkunga yokugala yabasebenzi ukuthi: SINGAYIBUMBA KANJANI INHLANGOtho EQINILE YABASEBENZI? Ingxenywe yokugala yalemfundo izokwuphendula la lombuzo.

Uzofunda:

- 1) Ukugququzela ifektri
- 2) Ukughutshwa kwefactory committee
- 3) Ukubunjwa kwenhlangotho esebenza ngezwi leningqi ehlanganisa abasebenza emafektri awehlukene
- 4) Ukuphathwa kwezimali zenhlangotho yabasebenzi.

Ngaso lesikhathi uzofunda ngomlando wezinhlangotho zabasebenzi eMzansi Afrika nakwamanye amazwe. Loku kuyokusiza ukuze wazi izinkinga ezibhekene nezinhlangano zabasebenzi namuhla.

QUESTION / UMBUZO

- 1) Name one of the countries in which an industrial economy first developed.  
Yisho elinye lamazwe lapho i-industrial economy (umotho wamafektri) yaqala khona ukuthuthuka.

SOME QUESTIONS ABOUT YOUR WORKERS ORGANISATION / EMINYE IMIBUZO MAONDANA NENHLANGANO YAKHO YABASEBENZI.

- 1) What workers organisation do you belong to?  
Uyilunga layiphi inhlangotho yabasebenzi?
- 2) Does your organisation have shop steward system in the factory?  
Inhlangotho yakho inalo uhlelo lwamashop steward efektri?
- 3) What do you think workers leaders in the factory should do?  
Ucabanga ukuthi abaholi efektri bafanele ukwenzani?
- 4) Why do you think that a workers organisation needs to collect money?  
Yini ebangela ukuba inhlangotho yabasebenzi idinge ukugqoka imali?

THE FACTORY

In order to negotiate for more control over wages and working conditions, workers have to understand how their factories work. They have to understand what the factory buys and sells. They have to understand where the money comes from and how it gets divided up into profits for the owners and wages for the workers.

This means that you have to understand:

- 1) How the factory fits in with other factories
- 2) How the worker fits in with other workers in the factory and with the managers and the machines in the factory.
- 3) How the factory gets money, how the money is kept and how it is used.

So in the second section of the course you will learn about:

- 1) The Factory and the Industry.
- 2) The Firm: Costs and Revenue. Where the firm gets money from (revenue) and what money it has to spend in order to produce (costs)
- 3) Wages and Productivity: What makes workers produce more or less, and how this is related to their wages.
- 4) Wages: How wages are paid and how to read a pay-slip.
- 5) Ownership: who owns the factory in which you work; what powers do the owners have; and what happens to the profits.
- 6) Profit, Investment and Growth: Why some profit is important to help create new jobs. How to read a Balance Sheet, so that you can understand the finances of your firm.
- 7)

IFEKTRI

Ukuze bakwazi ukuba negunya lokuxoxa ngamaholo nezimo zokusebenza zabasebenzi bafanele bazi ukuthi amafektri abo asebenza kanjani. Bafanele bazi ukuthi yini ethengwa ibuye idayiswe yifektri. Bafanele bazi ukuthi imali iphuma kuphi nanokuthi yahlukaniswa kanjani ukuze ibe yizinzuzo zabanikazi namaholo abasebenzi. Loku kusho ukuthi kufanele wazi:

- 1) Ukuthi ifektri ithintana ngandlelani namanye amafektri.
- 2) Ukuthi umsebenzi (worker) uthintana ngandlelani nabanye abasebenzi efektri nanezimenenja kanye nemshini efektri.
- 3) Ukuthi ifektri iyithola kanjani imali nanokuthi igcinwa ibuye isetshenziswe kanjani.

Ngakho-ke engxenyeni yesibili yalemfundo uzofunda:

- 1) Ngefektri nangeMboni.
- 2) Ngefemu: Izindleko nemali ephumayo. Lapho ifemu ithola khona imali (revenue) nokuthi ifanele ukusebenzisa malini ukuze ikhigize (costs).
- 3) Ngamaholo nesimo sokukhigiza: Into eyenza abasebenzi bakhigize kakhulu noma kancane, nanokuthi loku kuphathelene ngani namaholo abo.
- 4) Amaholo: Indlela amaholo akhokhelwa ngayo, nendlela yokufunda isithikithane somholo.
- 5) Ubunikazi: Ubani ongunnikazi wefektri osebenza kuyona; amandla mani abanikazi abanawo; futhi yini eyenzekayo ezinzuzweni.
- 6) Inzuzo, i-Investment ne Growth: Okwenza ezinye izinzuzo zibaluleke ukuze zisize ekudaleni imisebenzi emisha.
- 7) Indlela yokufunda iBalance Sheet, ukuze wazi ukuphathwa kwezimali zefemu yakwenu.

SOME QUESTIONS ABOUT YOUR FACTORY: / EMINYE IMIBUZO EQONDENE NEFEKTRI YAKWENU:

- 1) What products does your factory make?  
Yimikhqizo mini eyenziwa yifektri yakwenu?

- 2) What is used to make those products?  
Yini esetshenziswayo ekwenzeni lemikhqizo?

- 3) Who owns the factory where you work?  
Ubani umnikazi wefektri lapho usebenza khona?

KNOW THE LAW.

There are laws which lay down certain minimum conditions in the factory. There are laws which deal with worker organisations and with negotiations between workers and employers. And there are other laws which protect workers when they are sick or unemployed.

These laws give workers some rights, but they cannot exercise the rights unless they know the laws. So as part of the section on "The Worker in the Factory" we will explain the most important laws dealing with workers in the factory work. You will learn about:

- 1) How laws are made and how they are enforced.
- 2) Laws about different kinds of worker organisations.
- 3) Laws dealing with wage setting and wage negotiations.
- 4) Laws dealing with disputes and strikes: When can workers legally go on strike.
- 5) Laws dealing with working conditions and the contract of employment between the worker and the employer.
- 6) Laws dealing with Unemployment benefits.
- 7) Workmans compensation and other benefits.
- 8) How to use the courts to defend your rights.

The laws in South Africa do not satisfy all the needs of the workers. But it is still important to know exactly what the laws are, and how they can best be used.

YAZI UMTHETHO.

Kunemithetho emisa izimo ezithile zokusebenza ezingeni okungenakwehliwa ngaphansi kwalo efektri. Kunemithetho ephathelene nezinhlangano zabasebenzi nanokuxoxa ngezimo phakathi kwabasebenzi nabagashi. Futhi kukhona eminye imithetho evikela abasebenzi uma begula noma bephelelwe yimisebenzi.

Lemithetho inikeza abasebenzi amalungelo athile, kodwa abakwazi ukuwasebenzisa lawomalungelo ngaphandle kokuba beyazi imithetho. Ngakho-ke njengengxenywe yesigaba sesihloko esithi "Umsebenzi esefektri" sizochaza imithetho ebaluleke kunayo yonke ephathelene nabasebenzi emsebenzini wasefektri. Uzofunda ngaloku:

- 1) Ukuthi imithetho yakhiwa kanjani nanokuthi iphokelelwa kanjani.
- 2) Imithetho ephathelene nezinhlobo eehlukene zezinhlangano zabasebenzi.
- 3) Imithetho ephathelene nokumiswa kwamaholo nokuxoxa ngamaholo.
- 4) Imithetho ephathelene nezingxabano nangeziteleka: Ukuthi abasebenzi bangateleka uma kutheni ngokusemthethweni.
- 5) Imithetho ephathelene nezimo zokusebenza kanye namakhontraki okugashwa phakathi kukamsebenzi nomqashi.
- 6) Imithetho ephathelene nezinzuzo zokuphelelwa umsebenzi.
- 7) Ukunxephezela kokulimalela emsebenzini nezinye izinzuzo.
- 8) Ukuthi ungazisebenzisa kanjani izinkantolo ekuvikeleni amalungelo akho.

Imithetho yaseMzansi-Afrika ayizanelisi zonke izidingo zabasebenzi. Kodwa kuseyinto ebalulekile ukwazi ukuthi iyini ngempela imithetho, nanokuthi ingasetshenziswa ngandlelani kangcono.

SOME QUESTIONS ABOUT THE LAW / EMINYE IMIBUZO MAQONDANA NOMTHETHO:

1) How are laws made in South Africa?  
Yenziwa kanjani imithetho eMzansi Afrika?

2) Is it against the law for African workers to organise trade unions?  
Kungabe kuphambene yini nomthetho ukuba abasebenzi bama-Afrika bagquguzele izinyonyana?

3) Write here if you know what "Workmens Compensation" is.  
Bhala lapha ukhombise ukuthi unalwazi luni nge "Workmens Compensation" (umthetho ophathelene nokukhokhelwa uma umuntu elimele emsebenzini).

NEGOTIATION

The aim of the workers organisation is to negotiate an agreement with the employers which will improve wages and give workers increased control over working conditions.

In order to do this they must understand the law and they must understand the factory. But they must also understand the society, because general economic conditions in the society as a whole affect the firm in which they work, and make it more or less difficult to earn good wages. So when you negotiate you must also KNOW YOUR SOCIETY. In order to defend workers interests you must also understand how your society works. You must understand how laws are made and who makes them. You must understand how different laws and different government economic policies can affect the position of the workers.

In the third section of the course we shall explain:

- 1) How to negotiate
- 2) What you need to know about South African society in order to negotiate with employers and in order to defend the workers interests.

In the parts of the lesson which deals with negotiations you will learn:

- 1) How to negotiate, the principle of negotiation, and how to negotiate for recognition.
- 2) Wage negotiations: what you need to know about your firm in order to negotiate effectively.
- 3) Wage negotiations: what you need to know about the industry and the economy.
- 4) The role of the Union and the Industrial Council and the Wage Board.
- 5) Negotiations and strikes: When are strikes legal, and how a legal strike should be organised.

AMAXOXO (negotiations)

Inhloso yenhlalanganano yabasebenzi lwukuvula amaxoxo mayelana nesivumelwano nabagashi okuyisona siyothuthukisa amaholo sibuye sikeze abasebenzi igunya lokuziboneka okubalungele mayelana nezimo zokusebenza.

Ukuze bakwenzwe loku bafanele bawazi umthetho futhi bayazi nefektri, Kodwa futhi bafanele bawazi kahle nomphakathi ngenxa yokuthi izimo zomnotho ngokujwayelekile emphakathini sewuwonke zithikameza ifemu abasebenza kuyona, bese zenza kuthande ukubanzima ukuhola amaholo amahle. Ngakho-ke uma usemaxoxweni ufanele futhi WAZI UMPHAKATHI OKUWONA. Ukuze ukwazi ukuvikelela izifiso zababenzi ufanele futhi wazi ukuthi umphakathi okuwona usebenza kanjani. Ufanele wazi ukuthi imthetho yakhiwa kanjani nanokuthi yakhiwa ngubani. Ufanele wazi ukuthi imthetho eyehlukene kanye nezinkambiso zomnotho ezahlukene zawohlulweni zingasithikameza kanjani isimo sabasebenzi.

Engxenyeni yesithathu yalesifundo sizochaza ngaloku:

- 1) Ukuthi aqhutshwa kanjani amaxoxo.
- 2) Izinto odinga uzazi ngomphakathi wase-Mzansi Afrika ukuze uxoxe kahle nabagashi, yikhona uzokwazi ukuvikelela izifiso zabasebenzi.

Ezigabeni zalezifundo eziphathelene namaxoxo uzofunda ngaloku:

- 1) Ukuthi kuxoxwa kanjani, nemigomo yokuxoxa, nanokuxoxa kokufuna ukwamukelwa.
- 2) Ukuxoxa ngamaholo: Loko odinga ukwazi ngefemu yakwenu ukuze uxoxe kaqotho ngayo.
- 3) Ukuxoxa ngamaholo: Loko odinga ukwazi ngemboni kanye nezomnotho.
- 4) Loko okwenziwa yiNyonyana ne-Industrial Council neWage Board.
- 5) Amaxoxo neziteleka: Iziteleka zibase-mthethweni uma kunjani, nanokuthi siteleka esisemthethweni sifanelwe ukugqugquzelwa kanjani.

## KNOW SOUTH AFRICA

20.

Understanding how the whole South African economy works is the most difficult thing of all. But trade unionists whose job is to set union policy, must understand the economy and the society in which they live and work. They must understand how their policies will affect the whole society, and they must understand how the things which happen in the society will affect the workers.

So you will learn about:

- 1) Wages and the labour market: How supply and demand for workers affect wages, and what workers can do about it.
- 2) The South African economy: How the South African economy has developed and what problems it faces today.
- 3) A Capitalist economy: The problem of markets, depression and inflation in a Capitalist economy like South Africa's.
- 4) Sharing the wealth: How income is distributed between the various classes in society.
- 5) Classes of people and how they are related to one another.
- 6) The role of the government in the economy. Economic policies for the working class.

## YAZI UMZANSI-AFRIKA

Ukwazi ukuthi umnotho waseMzansi Afrika uwonke usebenza kanjani yiyonanto enzima kunazo zonke. Kodwa abantu bezinyonyana umsebenzi wabo okungukukhipha inkambiso yenyonyana, bafanele ukuba nolwazi lwezomnotho kanye nomphakathi abahlala futhi besebenza kuwona. Bafanele bazi ukuthi izinkambiso zabo zizowuthikameza kanjani umphakathi sewuwonke, kanti futhi bafanele bazi ukuthi izinto ezenzekayo emphakathini ziyobathikameza kanjani abasebenzi.

Ngakho-ke uzofunda ngalokhu:

- 1) Amaholo nokuthengwa kwabasebenzi: Indlela ubuningi bokufuna umsebenzi nendlela yokudingeka kwabasebenzi okuthi kameza ngayo amaholo nanokuthi abasebenzi yini abangayenza ngaloko.
- 2) Ezomnotho waseMzansi Afrika: Indlela umnotho waseMzansi Afrika owathuthuka ngayo nezinkinga obhekene nazo namuhla.
- 3) Ezomnotho wobungxwankulu: Inkinga yezimake the nedepression kanye ne-inflation kwezomnotho wobungxwankulu onjengowase-Mzansi Afrika.
- 4) Ukwabiwa komcebo: Indlela umvuzo owabiwa ngayo phakathi kwezigaba (classes) ezehlukeneyo emphakathini.
- 5) Izigaba zabantu nendlela lezigaba ezithintana ngayo.
- 6) Umsebenzi kahulumeni kwezomnotho. Izinkambiso eziphathelene nezomnotho kulabo abasesigabeni sabasebenzi.



STAR 23/10/75 (141)

# New Black Union Will Add to Confusion

Star 23/10/75

## Labour Reporter

The birth of a new Black trade union in Johannesburg could compound existing complications on the Black trade union front and add to the confusion among employers and Black workers.

That is the opinion of some observers after the announcement that the Industrial Aid Society, a workers' education body in Johannesburg, had set up a branch of the Durban-based Metal and Allied Workers' Union.

The Johannesburg branch was established on Saturday with a membership of 1 050. Three quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 150 members were recruited last week, said Mr Gavin Andersson, the acting secretary of the branch.

The new development means that:

● There are now two worker education bodies in Johannesburg which have helped to launch trade unions.

● Two different Black trade unions are now operating in the metal and engineering industries on the Rand.

● For the first time one of the five Durban-based Black unions united under the Trade Union Advisory and Co-ordinating Council has become involved in the Black labour movement in the Transvaal.

### CONFLICT

"It's inevitable that there will be conflict between the groups concerned," commented Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

- (1) 134
- (2) 135
- (3) 138
- (4) 139
- (5) 141

STAR 8/8/75  
 It was reported in The Star on August 6 that the Sweet, Food and Allied Workers' Union proposes to change its name to that of the Commercial, Catering and Allied Workers' Union. The Commercial, Catering and Allied Workers' Union is the proposed frame for a new Black union expected to be launched. The Sweet, Food and Allied Workers' Union will not change its name.

# 5 groups back Black trade union

Labour Reporter *STAR 6/8/75*

A group of four trade unions and a workers' educational organisation have formed an interim committee to prepare the launching of a Black trade union in the commercial trade.

The move follows a call some months ago by Asso-com for an urgent reappraisal of the Industrial Conciliation Act with a view to registering and controlling trade unions irrespective of racial composition.

At the time some leading figures in Asso-com expressed concern about the possibility of different Black trade unions springing up in commerce.

The concerted efforts in the offing promise to allay these fears to a large extent, say observers of the labour scene.

### PROMISED

The interim committee represents the White National Union of Distributive Workers and its sister union, the Coloured and Indian National Union of Commercial and Allied Workers.

Also included are the former Black Sweet, Food and Allied Workers Union of Africa (Sak-hakhané), which already had international affiliations, and the Federation of African Workers' Association.

The educational organisation is the Urban Training Project of Johannesburg — one of the bodies promised financial assistance for worker education this year by the British Trades Union Congress.

### APPOINTED

As a leading Black...

*See also INDUSTRIAL RELATIONS - Workers' Org - Tues 9*



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CHIEF BUTHELEZI

*Daily Disp 26/4/75*  
**Britain let us down - Gatsha**

NONGOMA — Whenever Britain felt like "pontificating" about South Africa, it should remember its own record in Africa. Chief Gatsha Buthelezi of KwaZulu said here yesterday.

He said "without hatred or rancour" that if Britain had not "let us down, we would be an independent country today like Swaziland and Lesotho

"And if Britain had dealt with Mr Ian Smith as it dealt with us, the Smith regime would not even have lasted two years," he said.

Neither the British Conservative Party nor the Labour Party had clean hands as far as maintaining the "rebel government" in Rhodesia was concerned and in letting down the people of Zimbabwe in their struggle for freedom.

"Our liberation will not come about by remote control from the Labour Party or the labour movement in Britain," he said.

Chief Buthelezi was commenting in the Legislative Assembly on a letter to the London newspaper, The Guardian, from a group of Labour Party MPs and trade unionists who called on Britain's oldest trade union college, Ruskin College at Oxford, to withdraw its association from the South African Institute of Industrial Education in Durban, of which Chief Buthelezi is a councillor.

Chief Buthelezi said the letter presupposed that black people in South Africa could never articulate their desire except through members of the African National Congress and South African Congress of Trade Unions, and that ever since Sharpeville there could never be an authentic black voice in South Africa. — SAPA.

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# Black unions attack 'rival'

star 5/12/75

**Labour Reporter**  
Black trade unionists in the Transvaal say they "denounce and deplore" the establishment of a "rival union"

They have resolved to stifle any organisation which "uses Black workers as a camouflage to further its own interests"

Both the Industrial Aid Society, against which the attack is directed, and the Metal and Allied Workers' Union, whose new branch in Johannesburg is the direct cause of the attack, have denied the allegations

The attack comes in a joint statement by 12 Black labour leaders. It was obtained from Mr Scakes Sikhakhane and Mrs Jane Hlongwane.

## Concern

The statement expresses concern at the recent activities of the Industrial Aid Society and goes on

"Now that the IAS has knowingly formed a rival union, the Black trade unions denounce and deplore the move taken to form a branch of the Metal and Allied Workers' Union, based in Durban, while there is in existence the Engineering and Allied Workers' Union

"The unions deplore the fact that some Blacks are being used, by the IAS with the aim of furthering its ideologies which are unacceptable to the principles of the existing Black trade unions operating in the Transvaal"

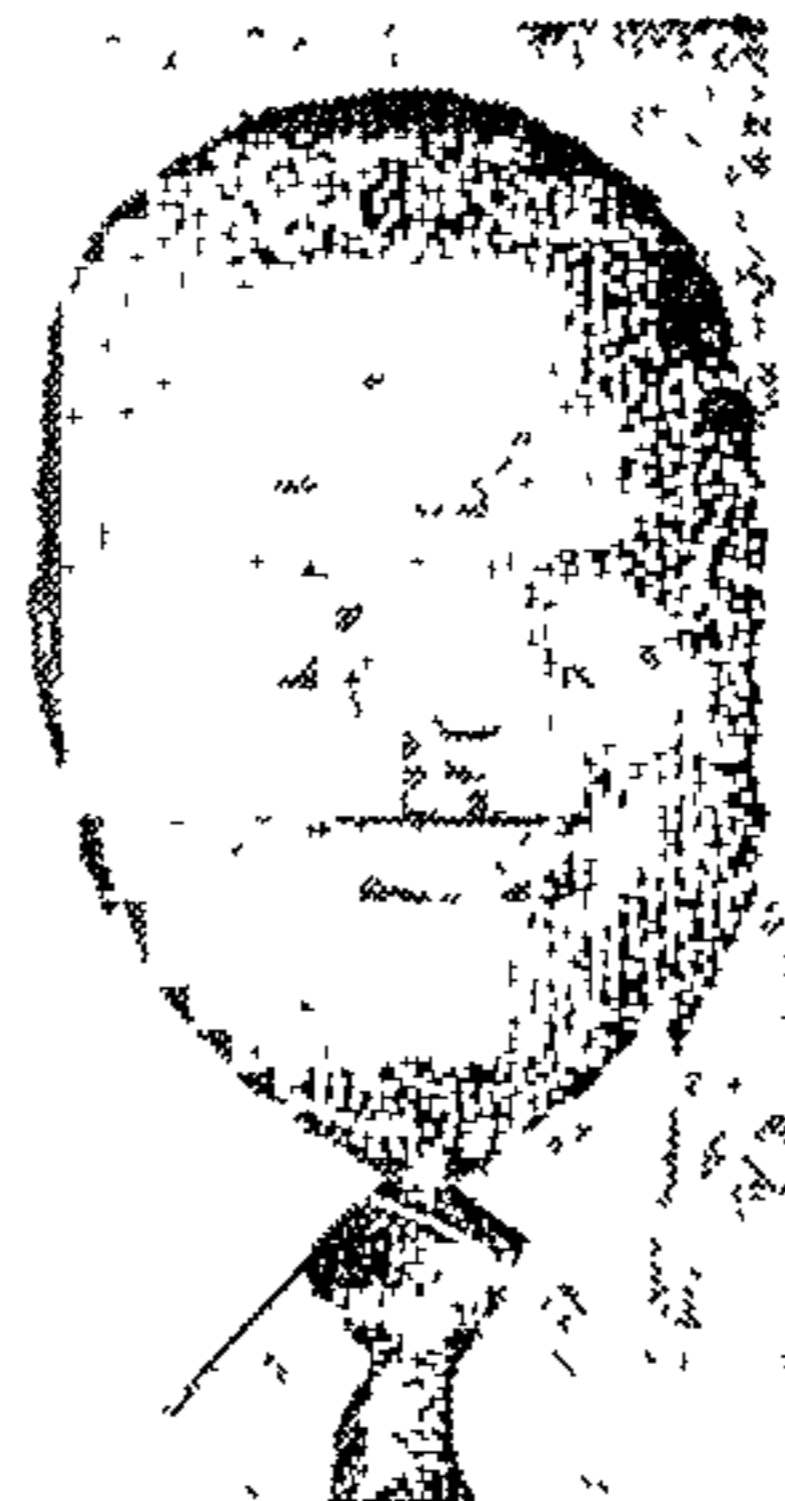
The Industrial Aid Society and the Metal and Allied Workers' Union commented through their attorneys.

## Initiative

The following points were made.

● The IAS did not form the Metal and Allied Workers' Union. It assisted in its formation but the initiative came from Black workers themselves and its present operations are controlled by them

● The Metal and Allied Workers' Union does not regard itself as a



Union leader Scakes Sikhakhane . . . issued statement.

"rival union" to the other Black trade unions. It has on more than one occasion extended a hand of co-operation which has been rejected for reasons it does not understand

● As far as can be established the union's aims and attitudes are on a parallel with those of the other Black trade unions in the Transvaal

● It is misleading for the other unions to suggest that the union is furthering any "ideology" at the instigation of the IAS or on its own initiative

● The union has no other aim than the advancement of Black workers in the industries which it represents

● The implication that the union is a front to further an ideology of which other Black unions disapprove is not based on facts of which the union or the IAS are aware

● The implication that the Black unions wish to stifle the Metal and Allied Workers' Union is seen as 'merely an expression of empire building rather than an outcome of the genuine concern of the union executives for the interests of Black workers,' the union and the IAS said through their attorneys

(1) 138  
(2) 139  
(3) 141

# Buthelezi lauds Black trade unions

Star 11/8/75

**DURBAN**—Chief Gatsha Buthelezi has applauded the formation of African trade unions as an answer to one of the two greatest burdens under which the African worker lives.

Speaking at the first graduation ceremony of the Institute for Industrial Education, Chief Buthelezi said the two great evils for the African worker were lack of training and lack of effective communication machinery between labour and management.

Pointing to the 1978 labour unrests, Chief Buthelezi said that the message is made loud and clear that South Africa could not go on denying Africans the right to recognised trade unions.

There was deep concern at the time on this issue but the results were still inadequate.

As Chancellor of the Institute for Industrial Education, he said that it was part of the shame of the country that industrial training had to be carried on by voluntary agencies such as the institute.

He emphasised that although Africans do perform many skilled jobs in industry there was still an ocean of vacancies for trained people.

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# New blow to black union

325/138/142

For  
17/1/66

## movement

Labour Reporter

Six more people in the black trade union movement were banned today to bring the recent tally to 13, 11 white. Seven are Durban-based.

Neither the Minister of Labour, Mr S P Botha, nor the Minister of Justice, Mr Kruger, was available today for comment.

From the personalities involved it appears that

• the action is concentrated on Whites involved in the black labour movement

• it is probably aimed at the more militant black union action represented by the Trade Union Advisory and Coordinating Council (TUACC)

• moderate black labour leaders in the Transvaal are likely to be left largely unhindered

Six orders were served in Durban today and another was served in Johannesburg yesterday on Miss Jenny Curtis, archivist at the Institute of Race Relations and formerly involved in the Industrial Aid Society.

### DURBAN LIST

The bannings served in Durban today were on Mr John Copelyn, secretary of TUACC, Mrs Jeannette Murphy, assistant secretary of TUACC until three months ago who had been banned once before, Mr Mike Murphy, next husband, who was part-time acting secretary of the black Transport and General Workers Union, Mr Charles Simpkins, former research officer for the Institute for Industrial Education, Mr Chris Albertyn, of the Textile Workers' Union, and Miss Pat Horn who was involved in black literacy projects.

The States London Bureau reports that the British Trades Union Congress is 'deeply concerned' at the bannings and will do what it can to help those affected.

The TUC has given about R40 000 this year and last to the Urban Training Project, a black literacy programme in South Africa.



303  
142

AD 191

**JOHANNESBURG — The Government crackdown on black trade unions continued yesterday with the banning of eight people in Natal — bringing the number of bannings to 13 in the past three days.**

The trade unionists served with five-year banning orders yesterday in terms of the Internal Security Act had all been associated with the Natal-based Trade Union Advisory and Co-ordinated Council (TUACC) representing five black trade unions with membership of 50 000 to 60 000 workers, or the Institute for Industrial Education (IIE), a service organisation to TUACC unions

They are

Mr Alpheus Mthetwa, the general secretary of the Metal and Allied Workers' Union, which has 8 000 members in branches in Durban, Pietermaritzburg and on the Reef

Mr John Copeland, secretary of the TUACC and of the Textile Workers' Industrial Union

Mr Charles Simpkins, a former research officer for the Institute for Industrial Education, who is now a lecturer in economics at the University of Natal

Mr Chris Albertyn, secretary of the registered Textile Workers' Industrial Union

Mrs Jeanette Murphy, former secretary of the TUACC, who was previously banned and whose banning order was lifted in May last year

Mr Mike Murphy, acting secretary of the Transport and General Workers' Union, who worked part time. He teaches English at Grosvenor High School

Miss Pat Horn, an education officer for the IIE, involved in literacy projects for black workers

Mr Mfundise Ndlovu, a Pietermaritzburg organiser for the Metal and Allied Workers' Union

In Johannesburg, Miss Jeanette Curtis, an archivist at the Institute of Race Relations since 1973, was served with a banning order under the Internal Security Act. She is a past official of the Industrial Aid Society, an organisation providing education, and legal advice to workers

Last year Miss Curtis was held in solitary confinement for 65 days in terms of the Terrorism Act. No charges were brought against her

Miss Curtis is a sister of the banned former Nusas president, Mr Neville Curtis

Earlier this week five people associated with black trade unions were banned for five years under the Internal Security Act. They were Mr Loet Douwes-Dekker, Mr Eric Tyacke and Mrs Jean Tyacke, all officials of the Urban Training Project — a service organisation to unions in Johannesburg — and Mr Siphso Khubeka and Mr Gavin Andersson, the secretary and an organiser of the Metal and Allied Workers' Union's Transvaal branch

Last night the Metal and Allied Workers' Union's Transvaal branch issued a statement deploring the bannings of the TUACC and UTP unionists and their own officials

The union said trade union activities among blacks were not illegal. In banning these officials, the Government had shown it was incapable of bringing them to court and accusing them of illegal activities in terms of the country's laws

The acting director of the Institute of Race Relations, Mr J G Wolfson, said the institute strongly condemned the use of banning as a means of punishing a person who had not been accused of any crime

Meanwhile, the German Embassy in Pretoria has confirmed that a grandson of Mr Clements Kadalie, the pioneer of trade unionism among black workers, is being held by the Security Police

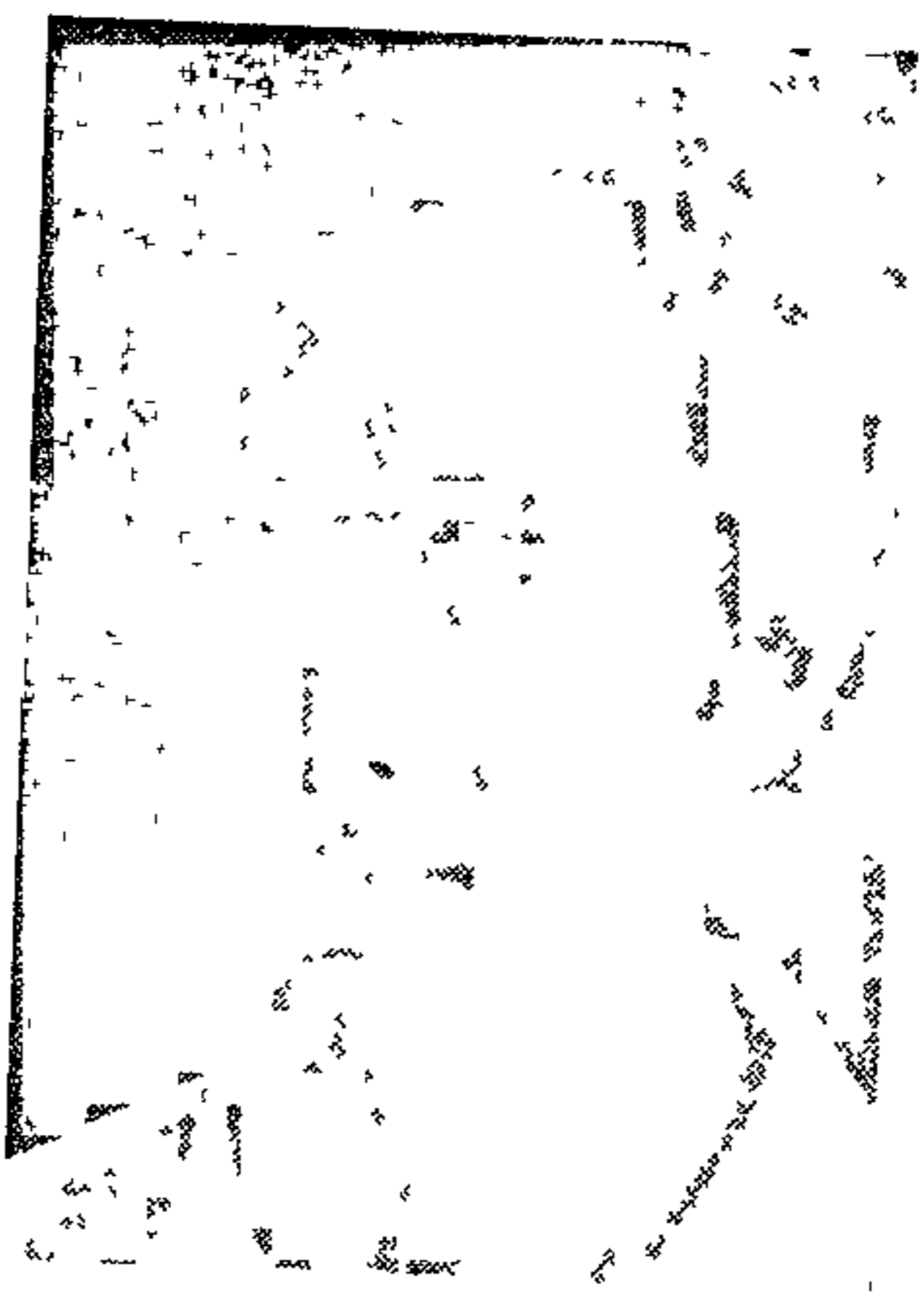
The grandson, Mr Kwaezi Kadalie, is a German citizen — DDC

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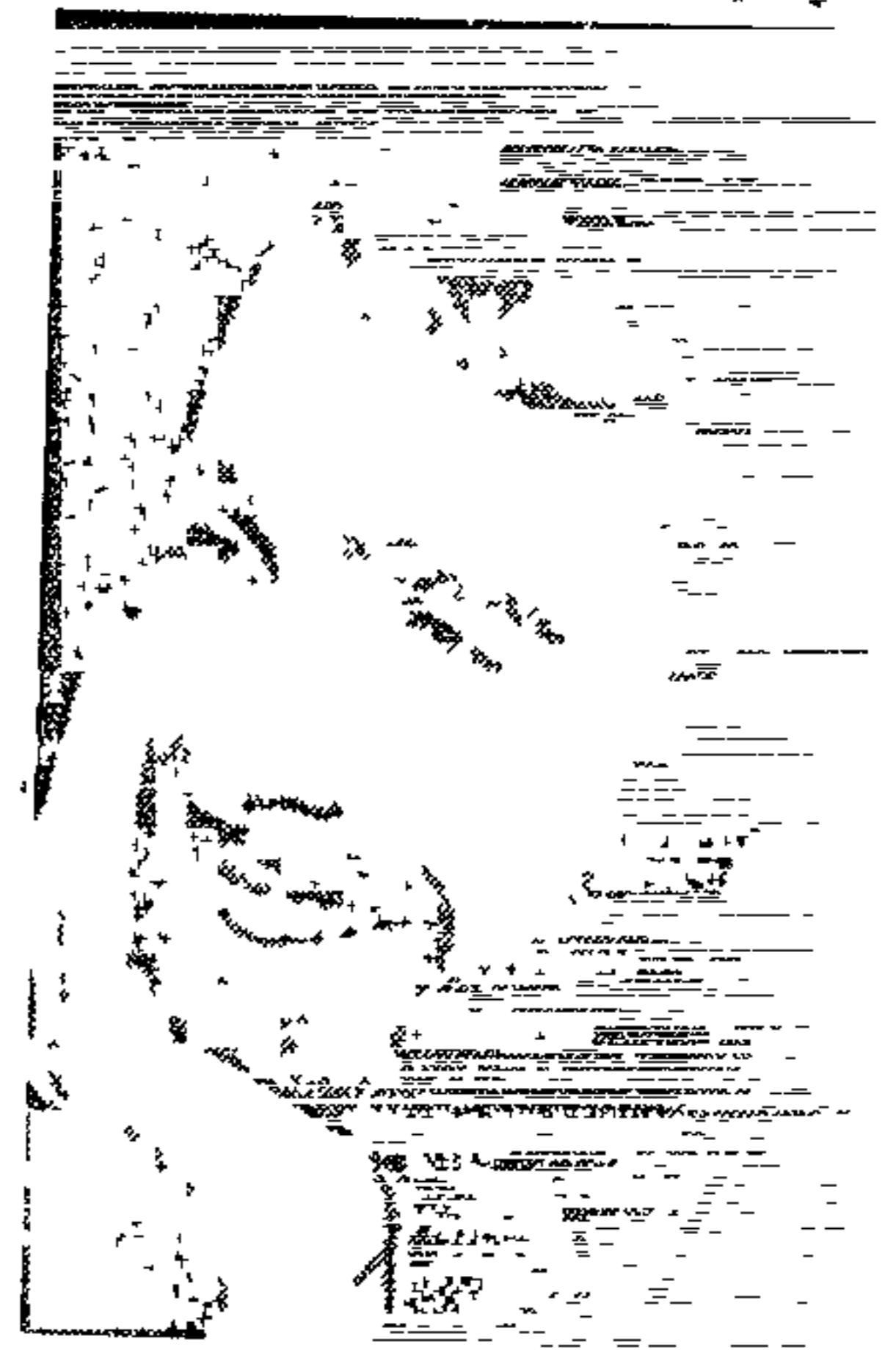
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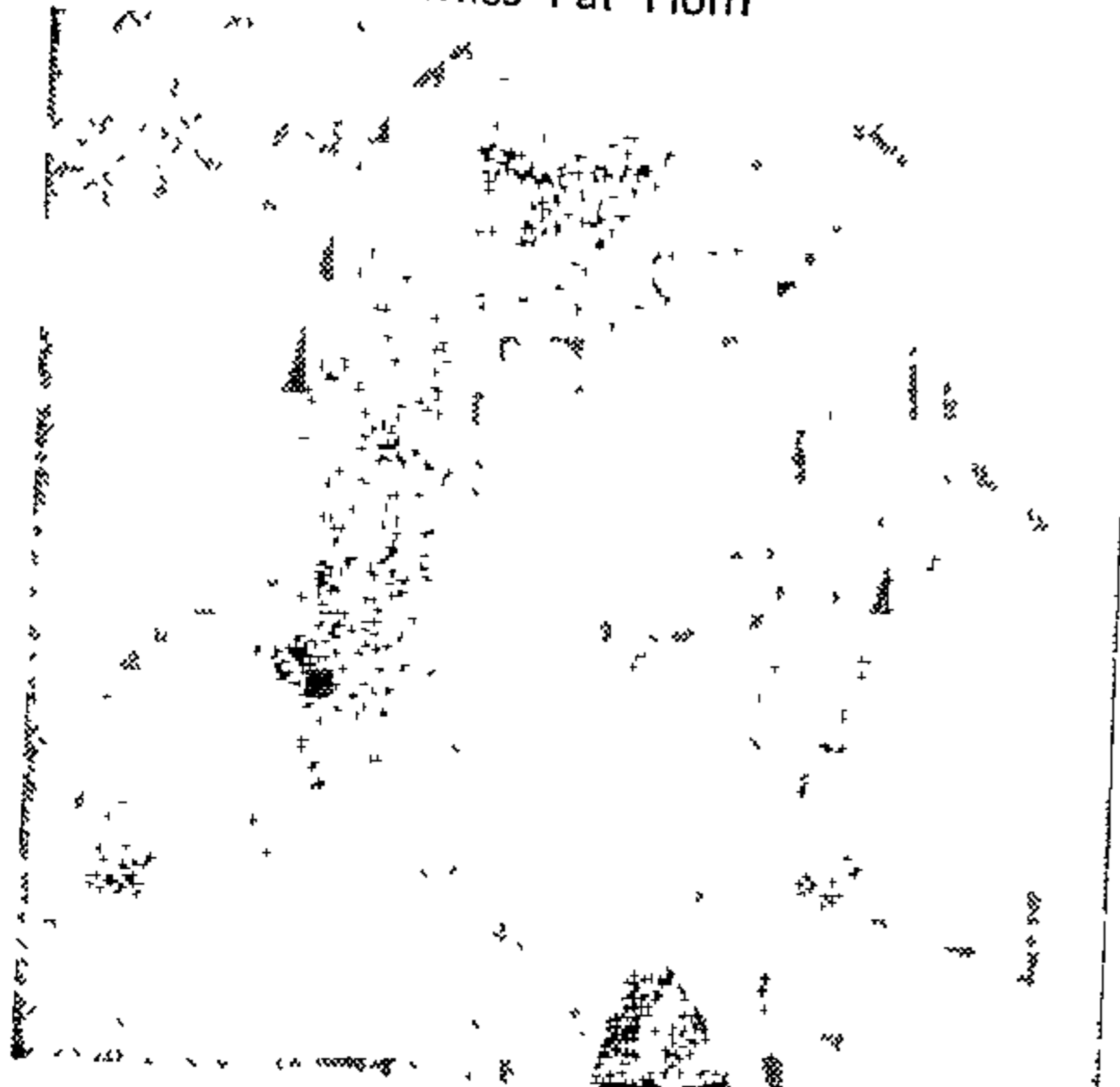
Miss Pat Horn



Mr Chris Albertyn.



Mr Mike Murphy.



Mr. John Copeland.



Mrs. Jeanette Murphy

# State ban on 8 'fear of jobless'

Mercury Reporter

**MODERATE** trade union officials have been banned because the Government does not want to see the two million unemployed Africans organised, said Mrs Solveig Piper, head of the Durban Black Sash Advice Bureau, commenting on yesterday's Government order against eight Natal people.

The Security Branch yesterday served five-year banning orders on Natal's top trade union officials, considered the conservative element of the movement

Fourteen trade unionists - virtually the entire leadership of the African trade union movement in South Africa - have been served with five-year banning orders under the International Security Act during the past week

'They are destroying the trade union leadership because they do not

want the two million Africans they expect to be unemployed next year to be organised,' Mrs. Piper said

Natal University economist Dr. Gavin Maasdorp said "There are increasing pressures on South Africa and these will increase, particularly on the international labour front because of this kind of action"

### Names

The eight are: Mr. John Copeland (26) a union organiser, Mr. Alpheus Mtetwa (28) secretary of the Metal and Allied Workers Union, Mr Mfundise Ndlovo, organiser of the union in Pietermaritzburg, Mr. Mike Murphy (28) an English teacher at Grosvenor Boys' High

mission to talk to one another

Mr Simkins was a research officer with the Institute for Industrial Education until August when he left to teach at the university

Dr Maasdorp said: "Mr Simkins did a very scholarly investigation into unemployment and to the best of my knowledge, he has had nothing to do with the trade union movement since he left the Institute"

Archbishop Denis Hurley has described the bannings as nauseating "but I cannot find a word to describe this latest Government move," said Mr. Jock Espie, regional representative of the Trade Union Council

school who is a part-time union organiser, his wife Jeanette (23) who has not been active in the trade union movement for months, Mr. Chris Albertyn (25) trade union organiser, Charles Simkins (27), lecturer in economics at the University of Natal and Miss Pat Horn (24) a literacy teacher and organiser at the Institute for Industrial Education.

Colonel J. van Niekerk of the Security Branch in Durban confirmed that the eight were banned under Sections 9 and 10 of the Internal Security Act.

The order confines them to the Durban magisterial district, bars them from entering any African, Coloured or Asiatic area, any factory, any publishing or newspaper office, any educational institution, any court or harbour.

Mr. Albertyn and Miss Horn have to report to a police station every Monday. None of the eight has been placed under house arrest.

### Housewife

Mr. John Mowbey, who shares a house in Musgrave Road with Mr. and Mrs. Murphy and Miss Horn, said: "I cannot understand why they banned Jeanette. She's a housewife."

Mr. and Mrs. Murphy, who have a two-year-old daughter Sarah have been given special per-

### South Africa

Other banning orders were served on more people in Johannesburg yesterday.

### Archivist

Miss Jeanette Curtis, sister of the banned former Nusas president, Mr. Neville Curtis, was served with an order at the South African Institute of Race Relations where she works as an archivist.

Mr. Gavin Andersson, organiser, and Mr. Sipho Kubheka, secretary of the Johannesburg branch of the Metal and Allied Workers Union are also banned under the Internal Security Act.

Earlier this week, banning orders were served on three leading members of the Urban Training Project, a body representing eight local African unions in Johannesburg.

# Union work 'will continue'

112  
Nat. Mar. 20/11/76

Mercury Reporter

THE organisation of African trade unions would continue in spite of eight of its leaders being banned, Mr. Rovi Joshi, administrative secretary and a spokesman for the Institute for Industrial Education said in Durban yesterday.

The institute forms part of the Trade Union Advisory and Co-ordinating Council under which five African unions have been formed representing 60 000 workers in Natal.

The remaining TUACC officials met yesterday to reorganise the three offices in Durban and one in Pietermaritzburg.

Mr. Joshi said the bannings had affected the education aspect of the movement. He added that the workers' newspaper, Isisabenzi, which they recently started would now appear less frequently.

At a shop stewards' meeting on Thursday night, Mr. Joshi said a number of workers expressed grave concern and fear for the future of the movement.

He said it meant a little more work for everyone, but new organisers would be elected by each union and workers would continue to be recruited.

## Bannings

This week's bannings, 14 in all, has virtually destroyed the entire leadership of the African trade union movement in South Africa.

Meanwhile, in London Sapa-Reuter reports that the British anti-apartheid movement yesterday appealed to Britain's Trades Union Congress to do everything in its power to secure the lifting of banning orders.

The movement sent a letter to TUC general secretary Mr. Len Murray urging him to take action.

And in Brussels, the biggest trade union grouping in the non-communist world yesterday also called on South Africa to lift the bans.

In a communique from its headquarters here, the International Confederation of Free Trade Unions urged the United Nations and the International Labour Organisation to take up the issue.

The ICFTU, representing more than 90 million workers in over 50 countries, also appealed to member unions to protest to South Africa and its embassies abroad.

325/142.

# Five-year ban on unionist condemned

CT.  
23/11/76

DR FRANCIS WILSON, senior lecturer in economics at the University of Cape Town, has come out strongly against the "unreasonable" banning of Mr Charles Simpkins, one of six Durban trade union leaders served with banning orders on Thursday.

Mr Simpkins, banned for five years, was a brilliant scholar and recognized as a top labour and economics research worker

In a statement yesterday Dr Wilson said "The banning of Mr Simpkins happens with no reason being given and cuts him down at the beginning of what would probably have been the five most creative years of his life

"I wish to challenge those responsible for his banning to produce one tiny shred of evidence that would be accepted in a South African court of law which would justify his summary condemnation

"This banning is foolish because it is common cause that one of the most serious and worrying problems facing South Africa at the present moment is the rapidly rising unemployment. Charles Simpkins has done more than anyone to help us understand what is happening. By banning him the authorities are removing one of the key people in helping society to understand the economic forces working in it."

"Furthermore, the banning of Charles Simpkins constitutes a direct attack on all universities in South Africa, for one of the main functions of social scientists in all universities is to examine the facts of the society in which they live with a view to making recommendations for the solution of the problems

"In cutting down Mr Simpkins, not only does the society destroy an invaluable research worker, but it inhibits all others from asking the same awkward questions which must be faced if we are to move forward into a future rationally and not blindly."

1978

GENERAL

# Labour laws come under heavy fire

H5  
152  
141

By RIAAN DE VILLIERS  
Labour Correspondent

SOUTH AFRICA'S industrial relations system came under heavy fire yesterday for failing to provide adequate redress to black workers who want to take legal action against their employers.

The criticism came after a meat firm, SA Meat Supply (Pty) Ltd, paid admission of guilt fines in the Johannesburg Magistrate's Court on charges of illegally locking out 39 black workers after a wage dispute and making them work excessive overtime — 19 months after the complaints were lodged with the Department of Labour.

The Industrial Aid Society — a service organisation which helped the workers to further their complaints — charged that black workers were seriously discriminated against under the present industrial relations system.

A spokesman for the IAS said yesterday it was the first case it had succeeded in bringing to court through the Department of Labour since the organisation started in 1975.

In its statement, the IAS said that in terms of the law, legal action by blacks against employers had to be criminal prosecutions channelled through statutory bodies. Despite the large number of infringements committed by employers, this was one of very few cases ever to reach court. This indicated the inadequacy of the industrial relations system.

Referring to the fines paid, the statement said the "derisory" penalties served as incentives for employers to break the law and deterred workers from seeking redress.

The IAS was not suggesting that the bodies concerned were acting with de-

liberate intent or malice, but were incapable of performing their prescribed roles. The Department of Labour was "grossly undermanned".

With four inspectors in Johannesburg to handle more than 5 000 factories and over 250 000 workers, it could not cope with the demands on its time.

When the department eventually took the complaints in the case concerned, the complaints section was swamped for several days.

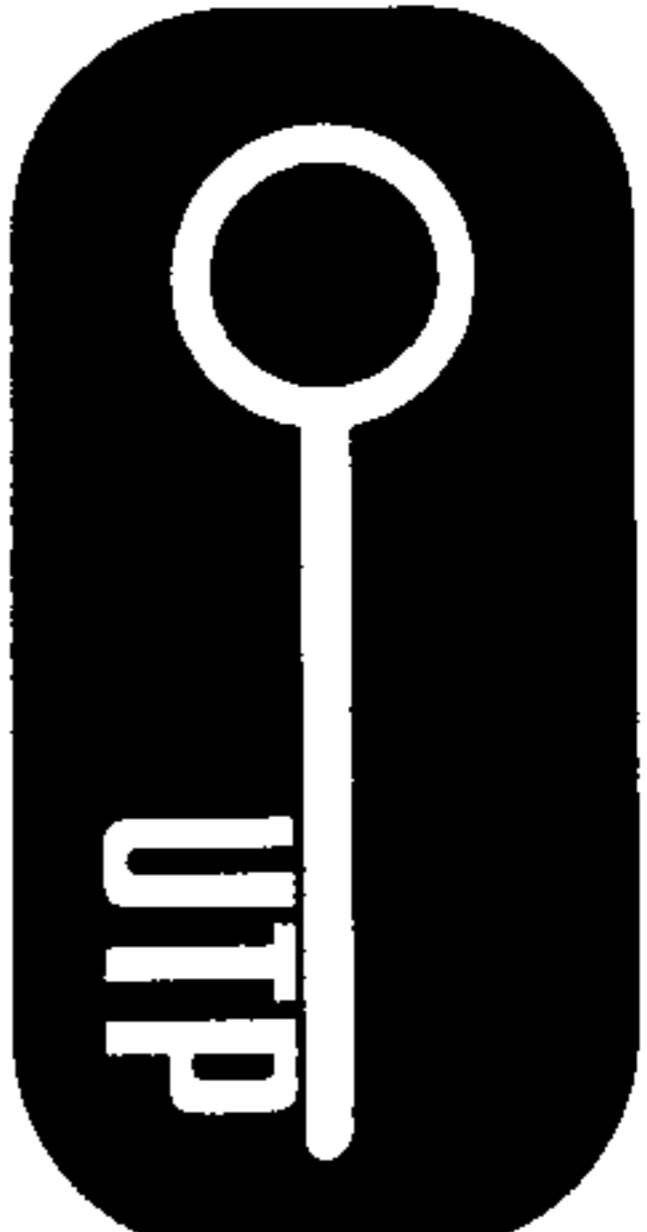
The statement urged that black workers should be allowed to take civil action

against employers.

The company paid admission of guilt fines of R100 and R50 on the two charges before the case started. Similar charges were withdrawn against the firm's managing director, Mr S J Katz.

A spokesman for the IAS said that of the 25 workers who turned up yesterday, eight have been unemployed since the lockout, seven for a year or more and a further seven for six months to a year.

The IAS now plans to start civil action against the firm on behalf of the workers.



# URBAN TRAINING PROJECT

## EMPLOYERS AND BLACK WORKERS FACE THE CHALLENGE OF TRADE UNIONISM

— Leonard "Skakes" Sikhakhane

An Training Project decided to publish this paper by Mr Skakes Sikhakhane as it deals with questions about African trade unionism which are continuously being asked by employers and workers

African trade unions have existed in South Africa since the early 1920's. But since 1972 the movement has taken a new direction. In the past employers resisted forming a relationship with the leaders of these unions, but this attitude is changing and new possibilities have emerged. The necessity for recognising the collective strength of workers arises from

- The increased desire amongst African workers to have trade unions which participate in the decision-making process affecting their wages, working conditions and quality of life
- Acceptance of the permanence of African workers in urban areas
- The increasing number of skilled migrant workers who stay in employment with one company, year after year
- The more responsible jobs occupied by larger numbers of African workers because of their skills and increased occupational training

On the 19th May, 1975 the Federated Chamber of Industries (F C I) released a policy statement regarding African worker representation. The F C I recognised that existing legislation is inadequate because there is no direct participation and representation by Black workers in the negotiating machinery for wages, working conditions and settlement of disputes. The F C I says that Black workers are increasingly organising themselves into trade unions. The F C I points out that it is not in the interest of employers to place obstacles in the way of development of Black trade unions.

The relationship between employers and African trade unions has reached a crucial stage. The Minister of Labour has made the position of the Government clear. For employee-management issues in the place of work the committee system has been created, but he said, "There is no prohibition on Black trade unions, otherwise the Government would long ago have taken steps in this connection. We do not intend to do so since it is not necessary."

African trade unions exist in most sectors of manufacturing industry and commerce. The challenge therefore lies with African workers and employers to recognise the new direction African trade unionism has taken. The new dimension of trade union expression amongst the African people arises not only because they are concerned with bread and butter issues and protecting the dignity of the worker, but because of the emphasis on workers' education. Union leaders, officials, shop stewards and active members on committees are attending courses and seminars to broaden their knowledge on labour laws, committee systems, and how to exercise their rights in grievance procedure and negotiations.

The African people are preparing themselves for the establishment of a sound relationship in the work situation. A trade union which has no relationship with management is denied expression of its nature. Are employers ready to face the challenge of trade unionism? This is the crux of the matter. African workers have taken the initiative. How management responds now will determine the nature of future management — labour relations in South Africa.

- allow a trade union representative to be present at works committee and liaison committee meetings in order to assist and advise workers,
- ensure that the works committee or workers' elected liaison committee members have facilities such as separate room, telephone, typing services, etc.,
- consider asking worker education organisations to design a course for the committee members in order that they understand their role;
- facilitate trade union activity and workers' education by allowing workers paid leave for attending meetings of trade union or recognised educational courses or seminars,
- accept that just as the company pays for its staff to attend management courses and meeting of organisations so it must financially support recognised educational courses and organisations for workers,
- facilitate joint meeting between members of the registered trade union and the black trade union, assist in working towards joint negotiations of wages and working conditions

### LIST OF AFRICAN UNIONS *This list has been updated in terms of available information — (31 8 75)*

Name and Headquarters, Branches	Membership	Founded
African Food and Canning Union, Cape	500	?
African Leatherworkers Benefit Fund, P E	3 900	?
African Tobacco Workers Union, JHB	300	?
African Transport Workers Union, JHB	600	?
Black Allied Workers Union, JHB	2 700	1974
Building Construction and Allied Workers Union, JHB	250	Feb '75
Chemical Workers Industrial Union, Durban	2 300	1975
Commercial Catering and Allied Workers Union, JHB	100	Aug '75
Engineering and Allied Workers Union, JHB, Springs	7 000	1963
Furniture and Timber Workers Union, Durban	420	Sept '74
Glass and Allied Workers Union, Springs	250	April '75
Laundry and Drycleaning Workers Association, JHB	300	1973
Metal and Allied Workers Union, Durban and PMB	3 900	April '73
National Union of Bank Employees, Johannesburg	150	1974
National Union of Clothing Workers, Johannesburg	23 000	1953
National Union of Textile Workers, Durban & PMB, JHB	7 500	Sept '73
Paper and Allied Workers Union, JHB	200	May '74
South African Chemical Workers Union, JHB	800	1973
Sweet, Food and Allied Workers Union, JHB, Durban	500	Feb '74
Tobacco Workers Union of African Women, JHB	70	'
Transport and Allied Workers Union, JHB	700	Feb '73
Transport and General Workers Union, Durban	1 500	1975
United Automobile Rubber and Allied Workers Union, P E, Durban, Pretoria	1 500	Sept '73
Union of Clothing and Allied Workers, Durban	1 000	Aug '73



## ACKNOWLEDGEMENT

Urban Training Project wishes to acknowledge its appreciation to Christian Concern for Southern Africa (CCSA) for permission to publish this paper presented to its Conference held in England this year. The Conference theme was "Management Responsibility and African Employment in South Africa", and the proceedings have been published by CCSA (41, Holland Park, London W11 3RP). Other contributors include Dr A Boraine, M P, Mr R Kraft and Mr L Douwes Dekker whose paper is available in roneed form from the S. A. Institute of Race Relations.

JOHANNESBURG, AUGUST 1975

well handled by the Police. It is doubtful that a more explosive situation had ever existed in South Africa.

One outstanding example of good relationship between a black trade union and employers is in the clothing industry. It was interesting to hear Mr Lazarus of the Tvl Clothing Manufacturers' Association pleading in public for the recognition of black unions in the Law and quoting the successful relationship which his organisation has with black and other unions.

### 10 Are black workers interested in workers' education?

The black people have a reputation for being interested in education generally. Workers' education is no exception. In the report of the Urban Training Project for 1974 the following figures are given:

Workers attending Labour Seminars — 2/3 days	351
Workers attending 9 Seminars	9
Seven in Johannesburg, one in Cape Town and one in Port Elizabeth	
Attendance at Courses for Shop Stewards, Committee Members, etc	
Johannesburg and East Rand	754
Pretoria	25
Durban	446
West Rand	98
<b>Total</b>	<b>1 323</b>

All of these workers have used their own time to attend these Seminars and Courses. They have also incurred the expense of travelling and in the case of the residential seminars part of the cost of board and lodging as well. Black workers have therefore shown that they are prepared to make sacrifices for workers' education. In the more developed industrial nations we learn that workers get paid educational leave. However, we understand that this is something comparatively new. We are surprised at this! Surely workers' education is something that is needed even more when the workers' movement is young rather than when it is old!

ISBN 0 620 01860 7

### 11. In approaching employers what are the expectations of the black trade union?

The following are practical proposals which can form the basis of an agreed programme for implementation by the company:

- a written undertaking not to victimise any worker because he is a member of the trade union, nor because he is active in union affairs,
- be prepared to meet the Union Secretary and members of his Executive Committee, grant the Secretary/Organiser access to the premises at agreed times to contact members and speak to the workers,
- take up problems and difficulties brought to the company's attention and report back (as soon as possible) to the Union,
- implement signed stop orders from workers who have joined a funeral benefit or other scheme administered by the trade union,
- allow the works' committee (or elected members of the liaison committee) to call in trade union or other experts whose task it is to assist and advise the members in their deliberations regarding an item on the agenda (particularly regarding job descrip-

Urban Training Project is a workers' educational organisation and works in close collaboration with ten African Trade Unions primarily on the Witwatersrand but also in Durban and Port Elizabeth. It is neither a trade union nor trade union co-ordinating body.

P.O. Box 25271, Ferreirasdorp, Tvl. 2048 Tel. 836-8502

- give an identity and human dignity
- give hope for the future
- offer the worker participation in building his future
- make representations on behalf of the workers
- provide some security through various benefits, e.g. group insurance
- provide legal assistance
- provide education and training
- handle complaints and disputes
- negotiate, where this is possible

**4 Are the black trade unions allowed to bargain with employers?**

Though they cannot take part in Industrial Council negotiations, the black unions have recently had negotiations with the relevant employers' associations. They concluded successful agreements, which were formally endorsed by the Industrial Councils. They were in the laundry and clothing industries. In addition to this type of action, which is also used where wage boards operate, there are also the following methods of negotiation

- private agreements recognised in civil law. A method of enforcement, however, needs to be worked out
- wage orders, under the Bantu Labour Relations Amendment Act, and wage determinations, under wage boards. It is possible, and desirable, for employers' associations and black trade unions to negotiate agreements which can then be passed to the appropriate boards for publication in the legally recognised wage listings

**5 Is the induna system satisfactory in handling the complaints of black workers?**

An induna is a black worker who is supposed to supervise work and workers and to handle grievances. Unfortunately, indunas often abuse other workers. They have taken money from people seeking employment, who then have to pay a certain amount every week to avoid losing their jobs or to secure promotion. Often women workers have to submit to sexual demands by indunas, who in some cases also steal from the firm and put blame on the workers. Indunas are much hated by other workers. The induna knows that all his superiors want to hear is that everything is all right, that there are no complaints. It is therefore in the induna's interest to keep problems away from superiors. The real situation may thereby be hidden from management until trouble breaks out. The induna system can be dangerous, people are not necessarily good supervisors of blacks because of their skin colouring or language. The existence of the induna makes it all the more necessary that there be a channel of communication which by-passes him and other lower management.

**6 Why do workers prefer works committees to liaison committees?**

Both employers and the Department of Labour (in practice) prefer liaison committees to works committees. Workers, insofar as they are willing to accept either type of committee, prefer works committees. Because of the suspicion the black worker has for management, he feels he cannot sit with employers and discuss matters affecting him as a worker until the workers have met, discussed the issues, and agreed on a common stand.

In one big construction company with 70 Liaison Committees it happened that in one of their plants a committee was not yet instituted. Three workers from that plant attended a workers' weekend and learned that the Bantu Labour Relations Regulations Act gives workers the right to choose whether they want a works committee or a liaison committee. Coming back from the weekend, they preached the news to the other workers. They then petitioned the employer for a works committee. Due to the resistance from the firm they were forced to resort to the press. Finally, when the workers were granted the Works Committee, the personnel officer said that if they had chosen a liaison committee he would have helped them. In reply, the workers asked why he had not helped them all these years, did he have to wait until they asked for a works committee? Certain firms said that workers should concern themselves with discussing and reporting small things such as broken windows, toilets out of order, late-coming, theft, lazy workers, etc.

In another case, workers at a large cable manufacturing company were told by management to elect a committee. This was a liaison committee. At one meeting, the chairman (a manager) read out a constitution for the committee and insisted that it be accepted. He refused to give copies to members, saying that it might get into "wrong hands". The workers were at a loss to know what to do until someone saw a copy of the Workers' Calendar and came to the Urban Training Project. There are many examples of how the Liaison Committee in particular is being used against the workers' interests. We believe that this is also against the interests of the honest employer and industry as a whole. It is unfortunately the case that the Liaison Committee is preferred by the majority of employers because they know they can control it. If and when trouble comes these employers will be the worst hit.

**7. Why are committees not sufficient?**

Some employers argue that they have a committee and do not need to enter into a relationship with a trade union. They cannot understand that committee members and shop stewards are interested in trade unions. Committees are not sufficient because

- all of the workers can belong to a trade union, only a few can be committee members,
- trade unions are controlled by workers, committees are not,
- the trade union is of the workers, but the committee is of the place of work,
- even for the committee to assist in communication, information and advice is needed on which trust can be built, this is why committee members come to trade union offices for support,
- workers realise committees cannot represent them and hence committee members are not successful in report back procedures,
- workers and committee members feel they cannot object to decisions of management, they fear victimisation,
- when the employer gives the training to committee members it is known that this is a way of making them see working conditions and company matters as management wants them to be seen

The Union is a necessary pillar in the establishment of a sound labour relationship between management and workers. The committee is insufficient. The committee has a role, but a limited one, and cannot function without Union support.

### What are some employers' attitudes to black trade unions?

In a symposium organised by the "Financial Mail", a number of Black Trade Unionists and employers were participants. Some employers indicated an alarming degree of ignorance, fear and suspicion of Black Unions. Some felt that black unions could be misused for political purposes.

One leading black personnel officer expressed the same, saying in a well organised establishment there was no need for a trade union. Other employers have said that, if the Government will not recognise the black unions, they have no grounds to do so.

To quote from the minutes of a meeting between African trade unionists and a top executive of one large British company in South Africa, "there was a lot of remedial work to be done and things were not 100% right. But he felt that Management could resolve problems at all levels without the aid of a Union. This had always been the case and it was up to the Union to prove him wrong. It is management's irrevocable right to handle all the work-related affairs of its employees." This determination by management to go it alone is dangerous. Not only are workers denied the right to have a say in matters that affect them, but trade union leaders are brushed aside. Although this is not a typical attitude of management, it is one encountered.

However it is also clear from contact with employers that contact itself has helped to bring parties closer together and build good understanding. Most employers take the view that legal recognition of trade unions will come inevitably, but they hope to put off the day indefinitely. The effect can be that the moderate African Trade Union leader can become tired of waiting for the employers to make up their minds and put in his or her lot with the extremists or be replaced by them. Unless something happens, and quickly, our feeling is that this will be inevitable.

### 9 Why should employers agree to work with bona fide black unions?

- to establish proper labour relations
  - to have means of hearing what the black workers really feel and need
  - to know the leaders
  - to avoid pushing workers to the extreme right or left
  - to ensure that agreements are enforced and that good employers are not undercut by bad employers
- (As a matter of interest, in one industry employing only 3 500 workers, underpayments discovered added up to R12 000 per annum. These underpayments are those constituting legal infringements and are criminal offences.)
- to secure the responsible participation of the mass of the workers in the determination of fair wages and working conditions (I know of one case already where workers at a big factory are saying "we don't need a trade union, payment of subs. rules. All we have to do is strike when we want an increase!" These workers had given up hoping that their employers would ever recognise the Union.)
  - the well established trade union imposes discipline upon its members. Employers may recall only those disciplines which they consider to the disadvantage of the employer. They perhaps forget the work of the leadership in persuading workers to settle, in using the democratic process, in more effective communication etc.
  - Employers and others who were in Natal at the height of the strikes have some idea of what the alternative is to properly organised trade unions. Who were the leaders, who do we talk to, who to bargain with? Chaos! Thank God that the situation was so

## EMPLOYERS AND BLACK WORKERS FACE THE CHALLENGE OF TRADE UNIONISM

Leonard "Skakes" Sikhakhane, General Secretary,  
Sweet, Food and Allied Workers' Union

*Paper presented in England on 14 January, 1975 to a Conference of 20 British company representatives, organised by Christian Concern for Southern Africa*

Instead of presenting a paper in the usual form, I have taken the liberty of selecting a number of questions on this topic, and will endeavour to answer them.

### 1 Are Black Trade Unions ILLEGAL?

Black trade unions are NOT illegal. The fact that they cannot be registered under the Industrial Conciliation Act only means they cannot officially make use of the legal machinery it sets up.

It is the belief of many trade unionists and employers that when the black trade unions become strong enough provision will quickly be made for their registration.

The Minister of Labour, when addressing a meeting sponsored by the National Development and Management Foundation, was pressed on this point. He said the situation should be allowed to evolve. In Parliament, he has stated that the government will not take action against black trade unions.

It appears that the Government will allow things to develop within certain limits. Quite definitely no trade union will be allowed to function effectively if it is connected with a political movement.

### 2 Do black workers want trade unions?

The answer is very definitely "Yes".

Recently, the Urban Training Project mediated in a dispute involving twenty-one dismissed workers. Among them were the real leaders. When reporting back on the proposed settlement, which included payment of back wages, reinstatement, and payment towards costs, the workers showed their appreciation, but without noticeable excitement. When told that the firm had agreed to put no obstacle in the way of the formation of a union, they broke out in applause.

Workers involved in works or liaison committees are particularly interested in the idea of a trade union. The committees are found useful up to a point but they are suspect. The trade union however, as a body controlled by workers, is seen as a source of support, guidance and action.

### 3 What can the black trade union do for its members?

- through membership, give a sense of belonging, and a place to go to for advice and assistance that can be trusted
- help to lessen differences between people
- give a voice, a vote and a sense of responsibility
- give a sense of security and brotherhood

1979

# MUM HOME BUT DAD STILL HELD

27/2/21  
10

**By WILLIE BOKALA**

A SOWETO mother of three, who was detained with her husband last week leaving their minor kids destitute, was released in time to spend Christmas with her children.

Mrs Thabisile Masia was released from John Vorster Square on Friday after spending a day in detention. She was told to take her things and go home, she told POST yesterday.

Her husband, Mr Phillip Masia, a trade unionist and employee of the Industrial And Society in Vereeniging, is still held

by security police.

The Mzimhlophe couple was detained in the early hours of last Thursday, but the police liaison officer in Pretoria denied that the two were being held by the security police. Late last Friday the police were still denying that they had taken the couple.

Mrs Masia told reporters yesterday that she was held at John Vorster Square and believed her husband was also being held there. She was questioned about the movements of her husband and whether she knew if he belonged to any political group.

She said police took them on Thursday morning and later told them they wanted their car as well. The car was also driven to John Vorster and was still there, she said.

The policemen took her husband away while they drove her to her in-laws where she left their children, Shocky (6), Hasani (4) and 11-month-old baby Leila.

The policemen searched their house for more than an hour before they took them away. Throughout the search she was told not to speak to her husband.

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income statement and disclosed as such.

An example of the disclosure in the A.F.S. is given below:

A.B. COMPANY

Balance Sheet for the year ended 31 December 19--

<u>EMPLOYMENT OF CAPITAL</u>	R	
Fixed Assets:		
Land	XXX	
<u>LESS Allowance for Industrial Site Deterioration</u>	<u>(XXX)</u>	XXX

Estes<sup>(6)</sup> comments that the above recognition of pollution is only adequate for deterioration of static sites such as strip mining, it would not be applied to

1980

295 (1404) (141) 5-THK 16/4/80 (347)  
**450 hours work for R60**

**By Sieg Hannig**  
 Some watchmen on the Reef work 108 hours a week (about 450 hours a month) but receive a monthly wage of only R60, says a spokesman for the Johannesburg Industrial Aid Society.

In the past animal lovers have exposed horrifying conditions among the starving and mangy dogs of some security firms.

Now the "shocking" employment conditions

of some of the men who handle the dogs are about to be exposed.

A pending wage board review of the wages and working conditions in the security industry on the Reef has led to a call for public meetings from the Federation of South African Trade Unions (Fosatu).

The minimum conditions currently prescribed by the wage board allow for a wage of not less than R103 a month and a working

week not exceeding 84 hours.

"Many people would describe these conditions as inhuman," said a spokesman for the Industrial Aid Society. "We have had cases of workers who are on duty for an uninterrupted 60 hours over weekends and then continue to remain on duty every subsequent night until their next 60 hour stint."

The IAS invite all interested parties to telephone it at 23-5878, Johannesburg.

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public welfare rather than some owner's personal profit.

**Public, Communal Property**

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case: The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch but the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference.

Uncertainty about the prospective catch introduces a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, renters bear the consequences of not catching a major difference.

about performance. In fact, no difference between Macy's and other firms is that Macy's employees are paid for the total daily sales—leaving the clerks with the same income in either case? No difference, if there is certainty about the output performance. But some one must bear the consequences of a mistake in estimates of the catch, and that does make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainty about performance.

is there, then, no difference between Macy's and other firms? No, there is a difference in this example between fishermen renting the boat or the boat owner hiring fishermen as employees. In the first case, the boat owner bears the risk of a bad catch, and the fishermen bear the risk of a bad catch. In the second case, the boat owner bears the risk of a bad catch, and the fishermen bear the risk of a bad catch. In the third case, the boat owner bears the risk of a bad catch, and the fishermen bear the risk of a bad catch. In the fourth case, the boat owner bears the risk of a bad catch, and the fishermen bear the risk of a bad catch.

# Probe 'uncover's raw security deal'

140H

DOM 2/5/80

By RIAAN DE VILLIERS  
Labour Correspondent

BLACK security guards employed by a Reef firm get no leave at all, and some of them have worked every night for more than two years

This is one of a series of serious allegations about employment conditions in the security industry made in a statement released by the Federation of South African Trade Unions (Fosatu) yesterday

Following a recent investigation Fosatu also charges that

Workers from some security firms say they regularly work 109 hours a week, including continuous 60-hour stretches over weekends.

In many cases workers are paid less than the amount promised them some firms often offer to hire migrant workseekers at R110 a month and then pay them R30 or R40 — or sometimes nothing — at the end of the month

Yesterday's statement follows a Fosatu investigation in preparation for submissions to the Wage Board, which is at

present investigating the security industry and will sit in Johannesburg later this month

The statement says Fosatu's complaints service, the Industrial Aid Society (IAS) has received numerous complaints from security guards, and has found numerous instances where the existing wage determination is not being enforced

The existing determination specifies a minimum wage of R100 a month with a legal maximum of 81 working hours a week

Meetings have also been held with watchmen to discuss the Wage Board hearing and ways of dealing with problems facing them

Other claims the statement includes

Workers at some firms receive R60 a month or even less with no record of payment to use as proof

Workers are often charged for their uniforms — although this is illegal — and when they leave, the money is not refunded, even if the uniform is confiscated

Many have complained of

being dismissed without leave pay or notice pay and often without being paid for the last month worked.

Workers who are injured on duty or who are sick are often dismissed without sick pay or workmen's compensation

According to the statement these practices are not common to all firms but recur among a 'certain gang of infamous firms'

Certain of the more reputable firms have contacted the IAS to confirm that such practices do occur in particular firms which have operated in this manner for years

"They told us of cases of assaults, firms which regularly don't pay workers and which take workers' thumbprints to forge IOU's to explain why they pay them so little"

But the statement claims most of the larger reputable firms start workers at the legal minimum of R23,77 a week, which it describes as 'very low' for the hours and working conditions

It points out that nightwatch

men are vulnerable to attack, but that the present determination does not specify any instruments of self-defence for them

Also no meal intervals are specified although watchmen can legal work an 81-hour continuous shift

The statement questions whether any new provisions in the determination will be properly enforced

All the evidence we have received indicates that the present determination is not being enforced on an meaningful level

Fosatu is planning a series of meetings for watchmen. The next will be held next at 10am on Thursday, next week at 305 Sacta House, 277 Bree Street, Johannesburg

A spokesman for the IAS said yesterday, all known cases of contraventions were to be reported to the Department of Manpower Utilisation to ensure that the new determination was properly enforced

Spokesmen for the industry could not be reached for comment on the allegations yesterday.



# 'Poor pay' security firm opens books

*Sunday Express 29/6/80*

*141*

## BARRY LEVY TAKES A CLOSE LOOK AT NIGHT SAFETY SERVICES' SALARY SCALES

NIGHT Safety Services, the security company which owns Active Night Patrol — a firm which employees complain is underpaying them — this week allowed the Sunday Express to look at its salary records.

The Sunday Express was accompanied by an auditor

According to the random selection of salary records employees of Night Safety Services or Active Night Patrol received at least the statutory minimum of R3,96 per 12-hour shift from December, 1979 to this month

However, the Sunday Express found that workers' company numbers changed from month to month, making it difficult to check their monthly continuity at the firm.

This was compounded by the fact that Night Safety Services does not keep a record of its employees' surnames

There were, for example, four men called Elias and it was virtually impossible to tell which was which because their company numbers were changed almost monthly

The auditor who accompanied the Sunday Express said "It appears that Night Safety

**BIGGEST CITY HIRES A 'BACKWARD' SECURITY COMPANY**  
**Council guard firm gets thousands — guards R50**

● The Sunday Express's exposé of Active Night Patrol which is accused of offering below minimum wages

Services records are well maintained, but there is no system of allocating company numbers

"Because of this it is difficult to follow the progress of any one worker

"This is made more difficult by the fact that they only keep a record of the first names of their employees"

He added that changing company numbers from month to month also made it difficult to follow the salary earned by a worker from one month to the next

Mr Ronnie Ford, director of Night Safety Services, explained that when a man left the employ of his company his number was allocated to the man with the company number just before his

However, the Sunday Express found that, in at least one case, the company number of

an employee differed widely from one month to the next

Explaining the use of first names only, Mr Ford told us "To you a man may be known as Mr Maluka, but to us he is John or Elias, so I can't check the man's record unless you can give us his first name, his job where he worked and what his company number is"

One of the cases the Sunday Express studied was that of Mr Elias Maluleka, who has been claiming for unpaid salary, pro rata leave pay, and the return of his reference book.

Mr Maluleka has made his claims in a sworn affidavit, now in the hands of the Industrial Aid Society, the Federation of South African Trade Union's complaints service

He also claims that from January until September, 1979

he was only paid R90 a month, then R100 a month until he was summarily dismissed on January 8 this year

He also alleges that he spent some days in jail on a pass offence while Mr Ford held his reference book

He was not paid for the time in jail

Mr Brian Cutler, a final year law student, who once accompanied Mr Maluleka to the Night Safety Service office in Muller Street, Yeoville, alleges Mr Ford attempted to assault his former employee

Mr Ford, he said, "had to be held back in a half-Nelson by a white assistant"

Mr Cutler alleges that Mr Ford had then told him "I am a karate expert and I could knock you down"

Mr Ford denied the incident and said he had never raised a hand to any of his employees "except on occasion to grab a man by his hand to get him out of my office"

Mr Ford could not find Mr Elias Maluleka's work record because there were numerous Eliahes in the book

Mr Ford, who went to great lengths to explain his salary system, told us that if one of his employees was jailed for an

alleged offence for a few days he "didn't pay him unless he was a good boy"

The Sunday Express also found that although most of Night Safety Services employees are paid on a monthly basis, if an employee takes one day sick leave and returns to work without a doctor's certificate, the day's pay is deducted from his salary

Mr Ford added "In the security business we are dealing with the lowest class of African.

"On pay day each one comes a lawyer or an advocate and disputes his wage, but in the end we work it out with an interpreter"

When I asked Mr Ford if I could speak to some of his employees to find out their side of the story, he said "In about two or three weeks With the trouble in the Cape I don't want to chance it with my workers"

On a previous occasion the Sunday Express spoke to two of Mr Ford's employees

They had told us they were only paid R40 and R50 a week and complained that conditions of employment were "miserable" and "dangerous"

One of the men had recently resigned from the company for these reasons

In a letter to the Sunday Express, signed by Mr Geoff

● Jeff Capstickdale  
'we pay our employees the prescribed rates and do not exploit them as has been suggested'

known at the time that minimum salaries were about to be increased to R3,96 per shift

In the letter, signed by Mr Capstickdale, he says "We pay our Black night watch employees the prescribed statutory wages of R3,96 per shift of 12 hours, usually 6pm to 6am

"If they work seven consecutive shifts, they earn time and a half for the seventh shift

"Many choose to work the extra shifts instead of taking them off

"They may also take the time off after 24 shifts or work, as they may choose In addition, any employee who has completed 12 months service is entitled to and gets three weeks paid leave (or pro rata portion thereof) as required by law"

Active Night Patrol, whose contract with the city council has been renewed, is now being paid R5 per shift

Mr Ford said he had "no knowledge" of the anticipated wage minimum increase at the time of the original tender while his counterparts on Teass claim it was impossible to tender such a low rate and make a profit — unless the firm in question was underpaying staff

Mr Ford said he had been invited to join Teass.

"But they want to keep the wages down. If I want to increase my employees'

the wages down. If I want to increase my employees'

month and some do in fact only receive R40 or R50 in a given month if they have been absent from work for extended periods

“We do not exploit our employees by underpayment as is suggested.”

A number of Black security employees have taken their complaints of underpayment and non-payment by Mr Ford to the Industrial Aid Society

In September, 1978 Active Night Patrol, daughter firm of Night Safety Services, won a protracted security service tender with the Johannesburg City Council.

Its winning tender was R4.60 a shift

Teass, (the Transvaal Employers' Association for Security Services) claims it was well-

their game — professional jealousy”

According to Night Safety Services books, his employees do get more than the R103 minimum gazetted monthly wage

When the Sunday Express published a story about Active Night Patrol and the claims against the firm on May 25, we had consistently tried to speak to the company's director.

Every attempt failed and on two occasions we were told by the firm's manager, Mr Geoff Capstickdale, that the MD was “too busy” to see us

He also said “I may be the director What's it to you?”

Thus week Mr Ford told the Sunday Express. “You are lucky that I gave you an interview today.”

PUTCO DISPUTE FM 22/8/80

## Strike threat looms

As the ~~F.M.~~ went to press a strike by Putco workers was imminent after a week of fruitless meetings to settle the two-month-old wage dispute. This could once again leave thousands of black commuters stranded.

Last weekend the Transport and Allied Workers Union and the workers' action committee narrowly averted a strike when workers threatened to bring Jo-

hannesburg's buses to a standstill following allegations of unfair dismissals and management's refusal to move from its 15% across-the-board wage increase.

The union and the committee felt that a strike would jeopardise the wage negotiations and reduce the chances of union recognition.

On Wednesday the Central Labour Board met with the action committee to discuss the wage increase. The board informed the committee that management "could not afford to go beyond its 15% increase."

After the meeting a committee spokesman said "We cannot give workers the same advice now. Management seems de-



termined to stick to its offer and workers are growing impatient.

Workers are angry because the negotiations are taking so long and there seems no end in sight. The government's negotiation procedure allows for this and management seems to be doing little to help speed it up, the spokesman added.

Workers have said they are prepared to compromise on their original R58 a week demand and will accept R43. But they refuse to accept management's offer of R32.50 a week.

# A need to establish relationships

(14)  
NM 7/19/80

**BY Alec Erwin, general secretary of the Federation of South African Trade Unions (FOSATU).**

DEALING with trade unions of unskilled members is a different situation from talking to unions of skilled members and the next 12 months will be crucial for management who must lay down the foundations for future relationships with these unions and the workers they represent

This is a prime need, to establish relationships — management with worker — and to ensure that there are people on both sides who are skilled in handling these matters

Our argument is that there must be worker organisation on the shop floor in addition to the established industrial councils and agreements

This is why Ford's agreement to full-time shop stewards nominated and under control of a trade union is far more important than many of the recent legal decisions which are being made

The majority of members of the new trade unions are unskilled or semi-skilled and their needs are different to trained artisans

They cannot use their skills as a negotiating point and their relationship to management is different

For example, many agreements provide that artisans need to

give no more than 24-hours notice. An unskilled man, faced with the current unemployment problem would opt for as long a notice period as possible

Problems arise on the shop floor which

**FOSATU is a child of the times born out of the increasing South African industrialisation and changes in labour legislation. It claims signed up membership of over 45 000 in 13 affiliated unions - some of which are registered in terms of the Industrial Conciliation Act.**

have to be tackled immediately and while the old system of a few Industrial Council agents handling the situation might have worked well for several hundred artisans it certainly will not cope with the numerous problems from thousands of workers on the

shop floor

These new circumstances require changes in management attitudes. We should be moving as quickly as possible to a situation where plant-based structures to deal with grievances and specific problems at plants are being established. Such structures are not in conflict with the Industrial Council system

The next year will be crucial because of the

emergence of unions, because of the changing legal framework and because management - which would include the lower echelons such as foreman - are being asked to adapt to a new way of life

Management's reaction is being watched

by the workers. We would argue against imposing factory committees or any development where management is seen to be favouring one union against another or supporting a union

The workers should be allowed to develop their union system and elect their officers and shop stewards

It will take time and doubtless there will be plenty of birth pains but every other industrial relations system has had to go through this process

On the labour scene we are not happy with the emergence of parallel unions or unions divided racially and operating separate racial branches

We believe that the non-racial policy of Fosatu unions is the correct answer because management is able to play off unions against each other in a situation where there is more than one organisation representing groups of workers

We also believe that it will be in the long-term interests of management to deal with non-racial unions rather than racially segregated ones - either in their mixed union or parallel form

## UNION REGISTRATION Delays for Fosatu

FM 26/9/80

After six months of wrangling over constitutions, six unions affiliated to the Federation of SA Trade Unions (Fosatu) have reached the final stage of their registration battle. Their applications for government registration were gazetted last Friday.

But the final stage may take some months. Although the gazetting indicates that the Industrial Registrar has approved the unions' constitutions, rival unions still have the opportunity to lodge objections. The objecting union has to show that it represents more than 50% of the workers before the Registrar can uphold the objection.

Fosatu's general secretary Alec Erwin says he expects objections against all the applications except one — the Paper, Wood and Allied Workers Union. But, he adds, "I cannot see any of the objections being sustained. It will be almost impossi-

ble for the unions to show the needed quota of representation in the respective industries."

Rivalry between unions trying to organise in the same industries has become more acute in recent months and there are some labour observers who fear the conflict is undermining worker bargaining power.

Although most of the objections to the Fosatu applications are expected to be lodged by unions affiliated to the Trade Union Council of SA (Tucsa), there is a lobbying force within Tucsa calling for greater worker unity.

A resolution put before Tucsa's annual conference in Durban this week drew attention to the maxim: unity is strength.

The resolution reads: "Conference notes with alarm the establishment in recent times of more than one trade union acting for the same groups of workers in the same industries or trade where the organisation of black workers is concerned."

It calls on conference to urge trade unions to

- Refrain from establishing new unions where workers are already organised in trade unions catering for such workers,
- Exert every effort to resolve existing differences between competing trade unions, and
- Urge leaders of competing unions to settle differences by means of fraternal discussion and negotiation.

As the *FM* went to press, the company's management and the Transport and Allied Workers Union were in the process of drawing up a recognition agreement. The TAWU is one of three unions negotiating recognition with Putco.

This comes after a period of labour difficulties including a drivers' strike which stranded thousands of Reet commuters.

Two weeks ago, Putco granted officials of TAWU, an unregistered union, access to company premises to conduct union business — a move seen as the first stage towards full recognition.

Both parties were confident that this week's meeting would lead to positive results. According to Michael Mohatla, TAWU secretary, the union was 'hopeful' the deal would be clinched — a move which he believes would be a "big step for the black labour movement".

George Hall, Putco area executive, believes the only remaining problem is proof of representation. The union needs to show conclusively that it is truly representative and can serve the interests of its members. We agree in principle with the draft recognition agreement and are waiting for this remaining evidence."

Two other unions, the Transport and General Workers Union and the African Transport Workers Union, have also been vying for recognition. Hall says negotiations with TGWU are still under way.

Since Putco's buses were immobilised by a strike three months ago, the company has made it clear that it will negotiate with whichever union proves to be representative. Hall confesses this may mean drawing up recognition agreements with more than one union. "Even if a union is representative in only one area we will enter into an agreement with it. Our main concern is that the body is well established and has a strong following."

PUTCO UNIONS FM 10/10/80

### Catching the bus

Putco, although beset by problems with the Department of Transport, is well on its way to resolving its union difficulties.

**PORT ELIZABETH** — Conflict between worker groups at the Ford factory here came to a head with the official launching of a new trade union, the Motor Assembly and Components Workers' Union of South Africa (Macwusa).

The union is a break-away from the Fosatu-affiliated United Automobile and Rubber Workers' Union (Uarwu), and represents those workers who regard the union as too conservative.

Ironically, the Uarwu is regarded as a "militant" union by many employers. It has criticised the new union, arguing that it is out of touch with worker needs and is led by white collar workers.

Representatives of Macwusa said this week they were committed to "a union role in the community as well as in the factory".

Most black unions have restricted their role to labour issues only, arguing it was not a union's job to become directly involved in community "political" issues. However, the new union's leaders reject this argument.

The launching of the union was attended mainly by workers at the Ford Company's Cortina plant, the scene of a major strike last year.

However, the union's chairman, Mr Dumile Makhandu, said workers from

# New union

## pledges

## role in

## community

two other plants, General Motors and Feltex, had attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining, he said. He added that the union planned to ask Ford for recognition.

The company has said it will recognise any worker group which represents the majority of workers.

The union was formed out of dissatisfaction with the Uarwu's role in the Ford strike. Macwusa representatives accused the Uarwu of being "pro-management" during the strike.

In another development, the first election of full-time trade union shop

stewards in South African labour history has taken place at the Volkswagen Company's plant at Uitenhage.

The introduction of full-time shop stewards in the Eastern Cape has been hailed by unions and some employers, but has been criticised by some academic observers.

Shop stewards are union representatives elected on the factory floor and one of their key jobs is to take up union members' grievances in the plant.

Critics of the system fear the full-time shop stewards will be identified with management because they are still paid by the company. They argue that the system could "recoil" on both the companies and the union — DDC

# Shop steward poll at VW is a labour first

RNM 15/10/80

By STEVEN FRIEDMAN  
Labour Reporter

PORT ELIZABETH — The first election of full-time trade union shop stewards in South African labour history has taken place at the Volkswagen company's plant at Uitenhage.

The introduction of full-time shop stewards in the Eastern Cape has been hailed by unions and some employers, but has been criticised by some academic observers.

Shop stewards are union representatives elected on the factory floor and one of their key jobs is to take up union members' grievances in the plant.

The black union movement has argued that it is essential for employers to recognise union shop stewards and deal with them.

They argue that most worker unrest originates from factory floor grievances and that it is therefore necessary for workers to be represented by a strong union at this level.

Recently the Ford company announced it had reached agreement with two motor unions — both affiliated to the Federation of SA Trade Unions — on the appointment of full-time shop stewards.

These representatives will be paid by the company at the rate they were earning before

they became full-time worker representatives.

They will, however, be elected by union members in the plant and will be solely responsible to the union.

The full-time shop stewards at Ford have not yet been elected by workers, however. Interim shop stewards have been appointed to the full-time posts and full elections will take place in January.

Since then Volkswagen has also agreed to the election of three full-time shop stewards at its Uitenhage plant. These representatives were elected on Friday in a ballot run by the union.

More than 2 000 of the company's 3 500 workers voted in the election.

Yesterday the union informed both the company and workers of the outcome of the election. A circular distributed to workers describes the election as 'historic' and 'a breakthrough in the workers' struggle'.

Spokesmen for the two unions said this week that they were negotiating with two other companies on the introduction of full-time shop stewards and were confident that agreement would be reached.

The introduction of full-time union representatives on the shop floor is seen as an attempt by the two employers to

strengthen the union's presence on the factory floor in a bid to prevent further unrest.

Both Ford and Volkswagen have been hit by major strikes in the last year.

Employers and unionists argue that the system will strengthen communications and worker negotiating power in the factories.

Mr Fred Sauls, a key Eastern Cape motor unionist, said this week that his union had demanded full-time shop stewards for the first time in 1974. At the time the idea had been rejected by the motor firms.

However, recent worker unrest had convinced them of the need to introduce the system in order to strengthen worker representation, he said.

Critics of the system fear the full-time shop stewards will be identified with management because they are still paid by the company. They argue that the system could 'recoil' on the companies and the union.

Mr Sauls rejects this argument. 'The shop stewards will be solely responsible to the union and they will earn the same as their fellow workers. There is no danger that they could be identified with management,' he said.

He and other unionists say the system has won overwhelming support from Volkswagen workers.



# Open battle starts for Ford workers

STAFF REPORTER  
Lebanon Reporter

PORT FLETCHER — Conflict between worker groups at the Ford factory in Port Fletcher has come to a head with the official launching of a new trade union the Motor Assembly and Components Workers' Union of SA (Macwusa).

The union is a breakaway from the United Automobile and Rubber Workers' Union — an affiliate of the Federation of SA Trade Unions — and represents three workers who regard the UAW as too conservative.

Ironically, the UAW is regarded as "militant" by many employers. It has criticised the new union, arguing that it is out of touch with worker needs and is led by white-collar workers.

Representatives of Macwusa said yesterday that they were

committed to "a union role in the community as well as in the factory."

Most local unions have resented their role to labour issues arguing that it is not a union's job to become directly involved in community "political" issues. However, the new union's leaders reject this argument.

Macwusa was launched officially at a meeting in Port Fletcher at the weekend, attended mainly by workers at Ford's Cortina plant, the scene of a major strike late last year.

However, the union's chairman Mr Dumile Makhanda, said later that workers from General Motors and Fellex had also attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining.

The union planned to ask Ford for recognition, Mr Makhanda said.

"A company has said it will recognise any worker group which represents the majority of workers."

The union was formed because of dissatisfaction with the UAW's role in the Ford strike. Macwusa representatives accuse the UAW of being "pro-management" during it.

The UAW rejects this, arguing that it played a major part in the settlement which ended the strike.

Macwusa, which is opposed to Government registration, is a non-racial union, although its executive is composed entirely of black workers at present.

Mr Makhanda said it was formed because workers felt their existing unions were "not negotiating, but simply trans-

mitting management instructions".

UAW officials concede that about 500 Cortina plant workers have joined the new union. They say however, that Macwusa's support is mainly confined to the Cortina plant.

They also claim the new union is doomed to failure.

A UAW representative said "They have no experience and they don't realise the need for a considered union strategy. They think that workers can win victories simply by making demands, but they are in for a shock."

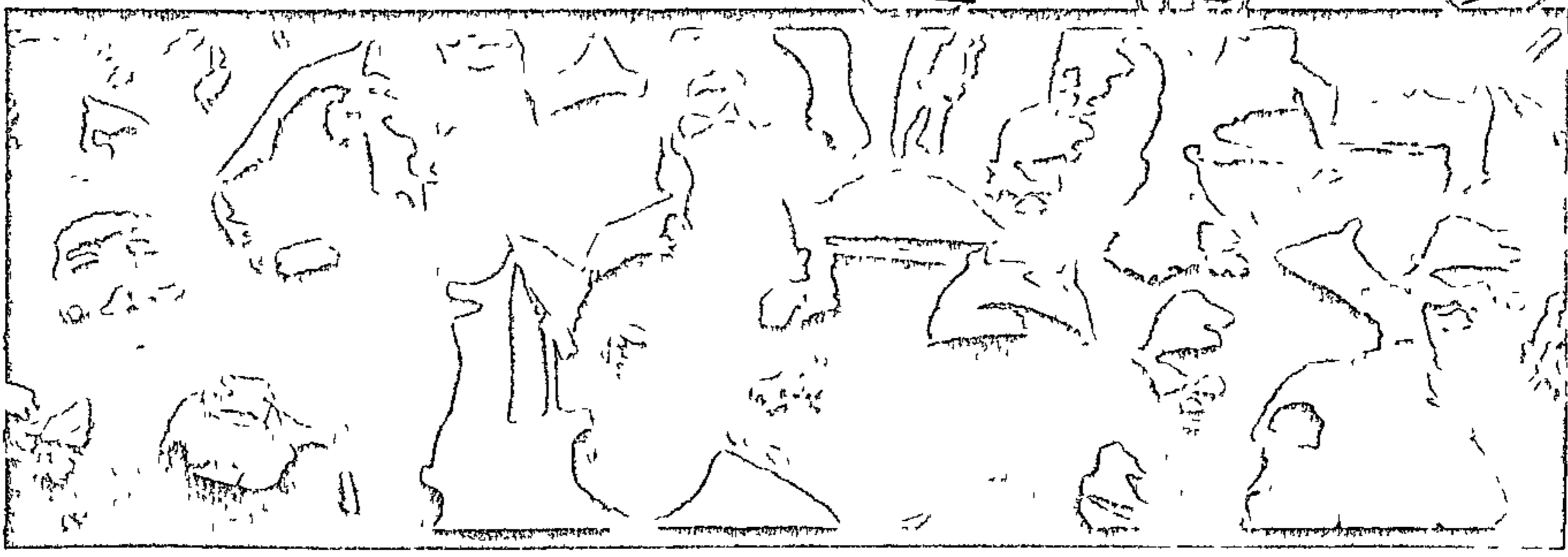
UAW men also say Macwusa is led by white-collar workers who do not have the same interests as other factory workers.

Mr Makhanda claims, however, that only four of the union's 23 executive members are white-collar workers.

PAM 22/10/80



Labour events at Ford's Port Elizabeth plant often contain important pointers to labour trends. Now, a battle has emerged between two unions at the company which may have significant implications. After a recent trip to the area, Labour Reporter STEVEN FRIEDMAN assesses these developments



SOME years ago, an ad man came up with the slogan "There's a Ford in Your Future". He might well have been talking about South African labour relations.

For Ford has a habit of being the first to experience new labour trends.

And, just as that company's strike last year heralded strikes throughout the country, so a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and has sparked claims on both sides. It is being watched with interest, for it may well pinpoint a new union militancy.

One of the unions is the United Automobile and Rubber Workers Union (UAW), which is affiliated to the Federation of SA Trade Unions. It was recognised by Ford some years ago.

For many years, this union, like other Fosatu unions, was regarded as dangerously radical and some employers still see things that way.

Ford's decision to recognise it was hailed as a sign of the company's willingness to deal with genuine worker representatives.

Particularly so because many employers did (and still do) attempt to "freeze out" Fosatu unions in favour of the "tamer" alternatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenchanted workers at the Ford Cortina plant, who felt that the UAW was too "pro-management", a charge which UAW men hotly deny.

Its chairman, Mr Dumile Makhandha, a clerical worker at Ford, claims that the UAW "simply transmits management's decisions to the workers".

Most of Macwusa's office-bearers are members of Pebco, the Port Elizabeth equivalent of Dr Nthatho Motlana's Soweto Civic Association, which sprang to prominence last year, died down and is now in the process of being revived.

But Macwusa men stress that Pebco played no part in launching the union.

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Ford has always stemmed chiefly from the Cortina plant.

The reasons for this are significant. "Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," says Mr Makhandha and other members of his executive.

In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are more prepared to challenge long-held management prerogatives.

Which is why Mr Makhandha is confident of winning support at the other two plants. "Younger workers are moving in there and they support us," he says.

There's an old theory that the black workers can be "bought off" by higher wages, higher educational qualifications, greater status and the like.

But the New Brighton home in which Macwusa's leaders gather raises serious doubts about that suggestion. The house is small, and it and its environs are certainly not comparable to conditions in the white suburbs.

But it is well furnished and there's a large TV and stereo set in the corner. And the mca inside it have formed a new, more militant, union.

Indeed, one aspect of the new union that has attracted UAW criticism is the fact that at least four of its executive members are white collar workers.

The UAW has argued that the new union is "elitist" because it is dominated by men who "have no experience of real worker problems".

Mr Makhandha and his executive acknowledge that they have white collar members — a personnel officer at one company has applied to join, they say.

But the majority of ordinary members are shop floor workers, they say, who have elected a few white collar workers onto the executive.

Most white collar workers are opposed to Macwusa, they say, and they complain bitterly that many black management men are "stooges".

But those white collar workers who identify with the union are welcome, they say. "A black office worker says that he could become a labourer at the stroke of a pen. So they have a good reason to identify with us," they argue.

An early, although perhaps temporary, casualty of Macwusa's birth could be Ford's full-time shop steward system.

The shop stewards are elected by UAW members and Macwusa members may reject them. They could thus be placed in a position

# Ford's unions: Where the 'militants' become the 'moderates'

Macwusa men stress that they play no part in politics, the union

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions

Thus far, Macwusa has recruited about 600 of the 900-odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the UAW

It has also been active at two other neighbouring plants, General Motors (which also deals with UAW) and Feltex, a textile company which makes motor car fittings, and both companies have representatives on its interim executive

It aims to win recognition at Ford, thus supplanting the UAW, and then to go on to other motor and components plants and perhaps to other industries

For its part Ford has wisely opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch nervously from the sidelines. Company spokesmen refuse to discuss the dispute

The break-away has its origins in last year's strike, which threw up tensions between the Pebeo-linked Ford Workers' Committee and the UAW

It is generally acknowledged that one reason for the strike was the fact that Ford's recognition of the UAW had been channelled, by mutual consent, through the Government's liaison committee system

The union remained weak on the factory floor and the workers' committee saw it as "pro-management"

An important dent to the union's image occurred when its president, Mr John Mke, agreed to interpret for management during the strike, a move which the UAW now concedes was a mistake

Macwusa men charge the UAW with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work

UAW spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work

"Without us they would have got nowhere," a UAW man claims

The post-mortem after the strike led to significant changes at Ford. Both the company and the UAW recognised the need for a strong union presence on the factory floor and both worked to bring this about

Several changes were introduced, culminating in an agreement that unions members at Ford could elect full-time shop stewards, whose job it would be to take up worker grievances and do union organising work at the plant

But the dispute between the two factions continued

Earlier this year, a UAW meeting, attended chiefly by Cortina plant workers, voted Mr Mke and his Port Elizabeth branch executive out of office and elected their own committee, made up of Worker Committee representatives

But the meeting was unconstitutional and the executive remained in office. The dissidents left to form Macwusa

The "militant" UAW was now challenged by a "more militant" union

Thus far Macwusa has recruited a majority of Cortina plant workers and has made some headway at GM and Feltex. It believes it can expand further

The UAW concedes that Macwusa has support in the Cortina plant. But they insist it has little worker backing outside it

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Veefoot Ah Shene, a UAW organiser

He and Mr Fred Sauls, UAW organiser and a veteran Eastern Cape unionist, see the break away as localised and based on "personalities, not principles"

Labour observers in the area are not so sure, however. They see Macwusa as a growing force and expect it to win majority support at Ford. This support, they argue, could spread to other companies in the area

Says one "The present union leadership were right for the time they came to power. But there's a new, more militant, mood now, which is tied up with political discontent in the area

And one local man adds a sobering thought. "It's not going to end here. In a few years, people like Macwusa's leadership will be seen as too docile

"I see this drift toward more militant union leadership carrying on for at least the next five or ten years," he said

One interesting facet surrounding Macwusa is the fact that it has won its support at Ford's Cortina plant. The company has two plants in Port Elizabeth besides Cortina. But worker militancy at

reason to identify with us," they argue

An early, although perhaps temporary, casualty of Macwusa's birth could be Ford's full-time shop steward system

The shop stewards are elected by UAW members and Macwusa members may reject them. They could thus be placed in a position where they are unable to channel worker grievances because they are shunned by grass-roots workers

What does Macwusa stand for? Mr Ah Shene believes it will have little success because "they don't understand trade unionism"

"They believe they can win victories by pressure rather than negotiating. They are raising expectations which they can't fulfil

"Management is no push-over and Macwusa are going to discover this. When they do, they are going to have a lot of disappointed members on their hands"

Macwusa men stress that they want to negotiate, that they want to fulfil all the traditional functions of a union

Their complaint, they say, is simply that the UAW hasn't been tough enough

Their union, they say, is non-racial, a "people's union". But Macwusa members say tension between black and white workers at Ford is high and they have doubts about coloured workers

"We're not sure whether we can trust them. They have been given some of the crumbs of apartheid and they don't always identify with us"

But they stress that they are prepared to recruit workers of other races who "identify with the struggle"

Macwusa also rejects Government registration, which the UAW has accepted. "Registering means becoming part of the system," its executives say

But one of the chief divides remains the issue of community involvement. UAW men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say

They point to Uitenhage, a Posatu stronghold, where senior officers of Ubeo, Uitenhage's Pebeo, are also senior UAW officials. "They realise that our roles are complementary and that they don't conflict with each other"

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhanda

Organisations like Pebeo "need a helping hand" from unions, he adds

The Government, of course, is concerned to prevent unions from community involvement, although only direct links with a political party are illegal

But community involvement is regarded as important by a growing number of black unions. Not that they want to be directly involved, but they do believe in co-operation with community organisations

Indeed, Mr Brian Mathew, director of the Midland Chamber of Industries, argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it

The UAW's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly, the union is making significant strides in Uitenhage, where it enjoys the support of Ley Ubeo members

Macwusa has no traditional union background, but it has support. Whatever its future, its emergence is important

If the UAW the men with the skills, do make up ground at Ford, it will be because they have adapted to the demands of a union like Macwusa

As worker demands are met, new demands emerge. This is inevitable, particularly in a politically-charged labour set-up like our own

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor

In such a situation it is inevitable that what appeared to be militant yesterday will seem moderate today. The backlog of black worker grievances is sufficient to ensure that

The Eastern Cape is, admittedly, a centre of black labour and political action but there is no reason to believe that the tensions which are felt at Ford will not become felt elsewhere

As black workers become better trained, better educated, and as they win rights in the factories, militancy will inevitably increase. Other new and more militant unions have shown remarkable growth, in East London for example

The existing union leadership will either adapt or new unions will emerge

The process may well continue for five, 10 or more years

*I see this drift toward more militant union leadership carrying on for at least the next five or ten years.*

MM 22/10/30

# Still some rumbles from workers

By STEVE FRIEDMAN  
Labour Reporter

WORKER militancy in Uitenhage is continuing despite the settlement which ended the strike wave there.

The giant Volkswagen motor company has been hit by sit-down strikes in one of its departments virtually every week since the labour unrest earlier this year, according to Eastern Cape sources.

According to unconfirmed reports minor stoppages have taken place at one other plant as well.

However, a Volkswagen spokesman, Mr Ruben Els, denies this. He told the Rand Daily Mail this week that the company had been affected by only one stoppage which had lasted only an hour or so.

Mr Els said the stoppage had affected one department only and had been resolved successfully.

"We have not had any major problems since the strike," he added.

Volkswagen was the first company to be affected by the strike wave earlier this year which involved about 70% of Uitenhage's black workforce.

According to East Cape sources, the sit-downs at Volkswagen have affected one department only. They have usually lasted only an hour or two.

However, they have occurred on a regular basis, according to these sources, and are seen as an indication of continued worker militancy in the area.

"Not a week has gone by without a stoppage of some sort," says one source.

Posatu-affiliated unions in Uitenhage report a substantial growth in membership since the strikes. Even at companies like Goodvear, where strikers were fired, union membership continues to grow, according to motor unionist Mr Fred Sault and other unionists in the area.

Many employers in the area are reacting to the growth in union membership by recognising the Posatu-affiliated United Automobile and Rubber Workers Union, and other Posatu unions in the area are confident of winning recognition from employers.

Uitenhage has become a union stronghold. Workers are getting a job by the score," Mr Sault said.

He confirmed that there had been a series of stoppages in one Volkswagen department.

"Workers have become more impatient since the strikes," he said.

He added, however, that the situation was likely to improve after the introduction of full-time union shop stewards at Volkswagen, who are expected to strengthen communication on the shop floor.

Volkswagen's first full-time shop stewards were elected earlier this month after the Ford company had become the first to agree to the appointment of full-time union representatives in its plant.

would earn R57,50

The report pointed out that, according to the Johannesburg Chamber of Commerce's calculations, the monthly budget of a family of five residing in Soweto was R49,25 per week — R11,75 more than Putco is offering

The report added "If the necessary wage increases cannot be afforded by Putco — provided it can prove that its services are given at competitive rates — then the state should step in. It is not for Putco workers to have to subsidise transport costs of passengers"



## PUTCO WAGE HEARING

### Tawu puts its case

PM 21/10/80

Putco's protracted wage dispute finally came before the Wage Board in Pretoria on Monday. The Transport and Allied Workers Union (Tawu) says it "cannot predict the consequence" if the board upholds management's 15% across-the-board offer. A decision is not expected for some days

In a comprehensive document, Tawu laid out its case for a R25 increase for Putco workers. The most interesting aspect of the report concerned the company's accounting practices particularly in the light of director general of Transport Adriaan Eksteen's recent threats to fragment the giant company. A consultant accountant for Tawu concluded that Putco's "accounting policy is extremely conservative," and that "large amounts of capital are costed out at unnecessarily high figures," particularly in the depreciation, replacement reserves, replacement reserve shortfall, and provision for major body overhauls.

The report stated "The net effect of these policies is that current profits are, in an accounting sense, considerably diminished. These entries, being merely of an accounting nature, do not affect the cash position of the business as evidenced by the considerable amount of cash on hand (R10,5m on June 30 1980)

"Furthermore these policies obviously are not acceptable to the Receiver of Revenue who in his tax calculation disallows several items charged against the

profits by the company. This is immediately evident in that the rate of tax payable appears to be 64%, while if all deductions were valid for tax purposes it would be the normal company tax rate of 46%."

The document went on to say that if "one adopts the Receiver's stance in regard to allowable/reasonable expense, a considerable amount should be added back to the profits." And, it said, if depreciation was given normal accounting treatment, a profit per share figure (EPS) six times greater than that stated in the accounts would be reached.

Looking at the financial analysis the report said "It is possible from a financial analysis of the accounts to calculate the actual expenses incurred on overhauls and add excesses (over-debits) back into profits."

"If this is done, then Putco in some respects appears to be way out of line with Trenchor (another quoted company in the transportation sector). For example Putco's dividend cover on the recalculated basis is 38 times, versus 4,7 for Trenchor." This means a high 97,4% of taxed profits is ploughed back into the business.

In conclusion the report stated "That Putco could afford to borrow more is evidenced by the cash flow positions which are considerably healthier than the sectoral average."

Using this as part of its evidence, Tawu argued that its wage demand is far from unreasonable. The report said the workers' initial demand was made because they knew "how much a driver starting at other bus companies earns."

The union stated that the lowest-paid Putco workers — bus cleaners, ticket recorders, and workshop assistants — had been paid R32,50 per week. The company offer of 15% would bring this to R37,50, while the union's demand meant they

1981

(115)

**IAS address**

*London 5/6/81*  
THE Industrial Aid Society would like all its associates to take note of its new address.

The society can be contacted at

Room 409 Fourth Floor,  
Lekton House 5 Wanderers  
Street Johannesburg

The society's new  
telephone number is 23-  
6212

INDUSTRIAL RELATIONS. WORKERS' ORGANISATIONS —  
Council of UNIONS of S.A. (CUSA)  
and Urban TRAINING Project

1984

JULY — DEC.



# Gauntlet from black miners

143 (Hull) S. Times 1/7/84

By Angus Macmillan and Amrit Manga

**BLACK** miners will strike legally unless a wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) is resolved within six weeks.

But illegal strikes could occur next month, says union leader Cyril Ramaphosa, if its toned-down 25% wage demand is not met by the chamber.

The union initially asked for a 60% increase to put black miners on a living wage. It scaled down its demand to 25%, which it said mining houses could afford in the current economic climate.

This week one black coal miner was shot dead and 50 were arrested at Coronation Colliery, Vryheid, when 1 750 miners went on a wildcat strike.

## Gold mines

Suggestions that widespread and prolonged strikes on gold mines could devastate the economy and bring the rand to its knees are shrugged off by the eloquent Mr Ramaphosa.

"That a strike could force the rand down is not our problem. When we strike for a living wage, those in command of the rand's value should be most concerned. Considerations like the economy do not even enter our minds when we make our demands."

An across-the-board 25% increase would cost the mining houses about R325-million — a sizeable chunk of last year's R1 630-million net profit.

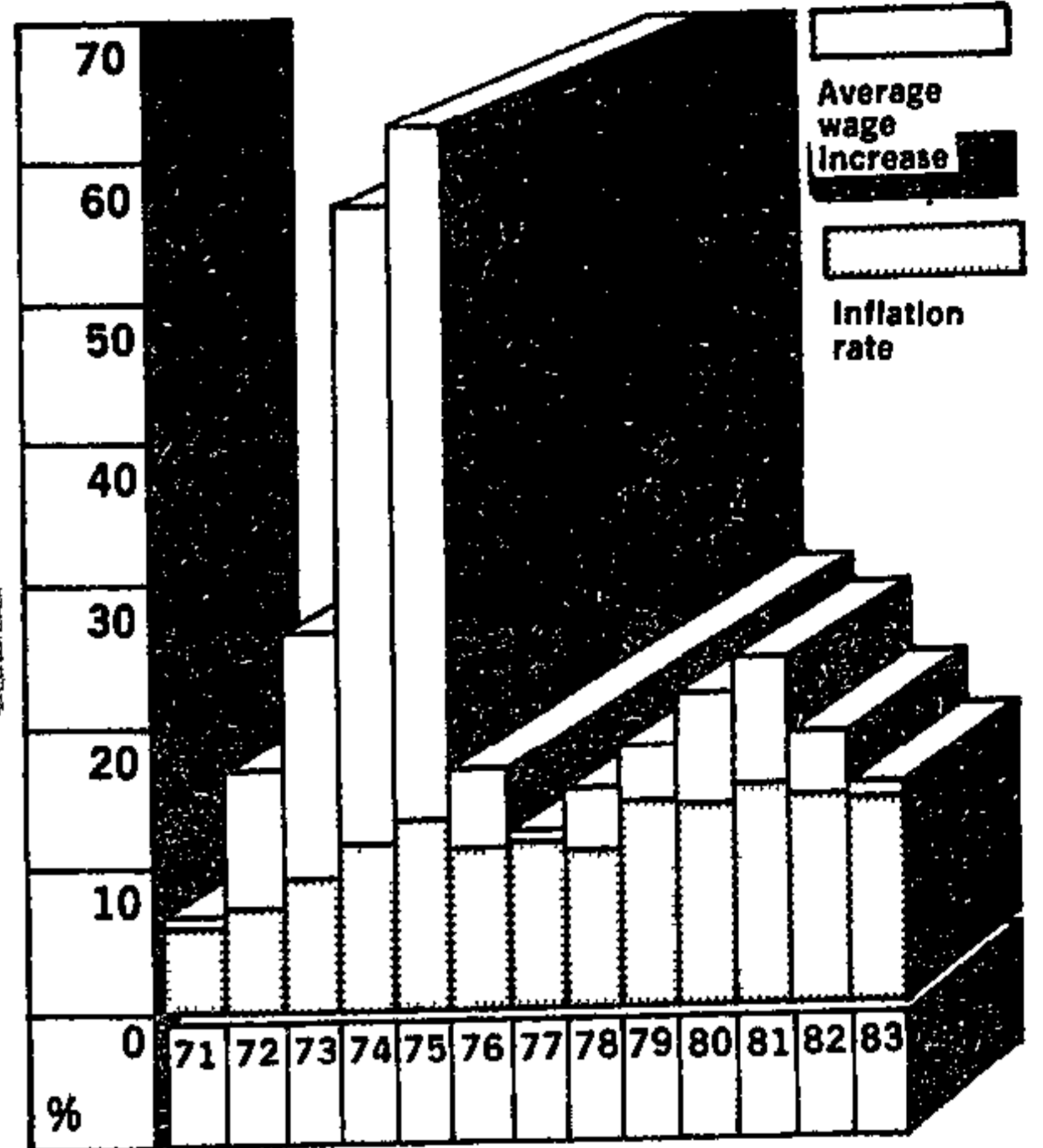
## Adamant

Mr Ramaphosa's union, which claims 70 000 members, has won some ground as the chamber raised its initial offer from 9.5% to 10.9% to 13.3% to 14.4%. But the chamber is adamant that it will not go higher.

It could be banking on avoiding legal strike action, which could not occur sooner



Cyril Ramaphosa . digging for gold



Black gold miners have beaten inflation since 1971

# In the steps of King Arthur

SHAPING up as South Africa's "King" Arthur Scargill, National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa is out to show his muscle.

Undaunted by opponents' claims that his support is fading among black mineworkers, the 31-year-old attorney turned union chief is determined to maintain his militance and hang on to his power base.

Drawing hard on a cigarette in one hand and gesticulating with the other, he says. "Our support goes far beyond our 70 000 signed-up members. We are in the middle of a political whirlwind and our goal is nothing less than the total liberation of oppressed workers."

After an interrupted university career in which he was twice detained — once for 11 months while at the University of the North and for an-

other six months when completing his B Proc degree through Unisa — he became a full-time union man.

One of the founders of the NUM, he has been at the helm since its birth two years ago.

"The struggle is still a long one," he says, giving nothing away about the ideological and political beliefs that lie behind his crusade.

than August, because it doubts the NUM's support. Last year it recognised the union for only 6 000 members from a total work force of more than 460 000.

Earlier this year, the NUM called a strike at Impala Platinum Mine, Rustenburg, and came out of the conflict with egg on its face when 1 400 workers were fired.

The union boasts of signed-up rather than paid-up members and the chamber says the latter counts. The chamber was granted permission by the Government to implement check-off facilities for workers to pay subscriptions to the NUM, but claims that Mr Ramaphosa no longer wants it.

Favouring the union is the legacy of strikes by black miners. More than 9 000 workers walked out in 1978 when there were no unions. In 1982, 30 000 miners walked out.

Although the gap between black and white mine wages has narrowed from 19:1 in the early 1970s to less than 6:1, the average black monthly wage of R318 is less than in many other industries. However, workers receive free board and lodging valued at R90 to R100 a month.

In the past five years, increases to black gold miners have beaten inflation every year. This year's offered increase is the second-lowest since 1978.

Johan Liebenberg, the chamber's industrial relations adviser, says that although wage increases have consistently outstripped inflation, productivity increases have lagged miserably.

## Foreigners

From a low base, black wages were increased by 61.5% and 67.8% in 1974 and 1975 respectively. The NUM says it wanted a similar increase this year to lift the average to R450, which it calls a living wage.

Apart from their claim that the NUM and the smaller Federated Mining Union represent only a small

percentage of black gold miners, mining houses suggest that the high proportion of foreign black workers will work against unions.

TEBA, The Employment Bureau of Africa, contracted 451 406 workers to mines in 1982. According to the chamber, 41% came from outside South Africa.

Last year, R374-million was remitted by TEBA to foreign black miners.

The NUM is confident that if it calls a strike, other unions will join.

But the chamber, which says it deals with eight registered black unions and three officials' associations, believes the diversity of representation favours its case.

# Wait to see pay

143

~~277~~

City C. Press

# packets — Chamber

1/7/84

**STAY calm until you see your new pay packets — that's the plea to the country's mine workers from the Chamber of Mines.**

The Chamber's new wage deal was given a rough reception this week when 1 750 workers at the Coronation Colliery near Vryheid in northern Natal stopped work after they heard the announcement of the increases, which will take effect from their next pay out.

The strike escalated into a night of violence. Police and private vehicles were stoned and one miner was fatally shot when unknown people at the residential area for white miners opened fire on the strikers. Four other strikers were wounded — one seriously — in the incident.

Police are still keeping a strong presence at the colliery and the Chamber has appealed to workers to wait and see how they will benefit from the increase.

Workers will be given their first increased pay packets during July, as they complete their monthly shift cycle.

"We believe that a number of workers will benefit substantially from the new structure," a Chamber representative said. "We appeal to them to ignore rumours and wait until they see for themselves what they have been awarded."

National Union of Mineworkers boss, Cyril Ramaphosa, told City Press that even

## CP Correspondent

though workers at the colliery had returned to work, it was not the end of the matter

"Individual workers aren't going to know the exact figures of their increased pay packet until their July wages are paid

"Then I fear the anger which has already been generated will continue," he said

NUM has written to the Chamber, asking that wage negotiations be re-opened

The Chamber's response to NUM's offer was not available at the time of going to press

And the United Democratic Front condemned the shooting of a miner this week after the violence at the Coronation Colliery

"We of the UDF condemn this violent repression of legitimate worker demands and declare our solidarity with the National Union of Mineworkers," said the statement

The statement also blamed the increase of the General Sales Tax and inflation as the

cause of the disturbances at the mine "The General Sales Tax and inflation, rising at such an alarming rate, have caused the demands for higher wages by the workers. And this has resulted in the suppression of worker demands, especially black workers"

The violence at the Coronation Colliery has then meant that the fragile peace image created by Prime Minister P W Botha "now lies in tatters"



# BLACKOUT

## It's back to normal, says Anglo America

By BARNEY MTHOMBOTHI

MINING conglomerate Anglo American and the SA Police this week imposed a news blackout on the company's trouble-torn Coronation Collieries, near Vryheid in Northern Natal.

No visitor nor stranger was allowed to enter mine property from the time the workers were forced to resume work on Tuesday afternoon and no news was available from either the company or the police later in the week.

One worker, Mhlangeni Mthethwa, 39, from Mtubatuba, was killed during the unrest and many were injured after workers went on strike on Monday morning in protest against their annual increase which take effect today.

Many of the injured are in hospital under police guard.

Anglo American, owner of the mine, this week refused the Sunday Tribune permission to enter the mine complex to probe the cause and cover the aftermath of the strike.

Anglo's chief Press officer Errol Symons said management felt it was "inopportune" to allow strangers in investigations were in progress and the company had no further in-

formation on the matter.

In any case, he said, things were back to normal.

A Tribune team which managed to enter the white residential area at Coronation was immediately intercepted by security officers after they were alerted by a resident. The reporters were taken to the mine manager, Mr A P Budgen, who said he would not allow strangers on to mine property as the situation was "a bit sensitive".

Priests at Vryheid told the Tribune security at Coronation was so tight they were not allowed to visit the area.

The police threw a cordon around the mine after 1700 miners went on strike in protest against their annual increases which they said were too low. The workers went back to work on Tuesday afternoon after a meeting with mine management in the presence of police in 24 armoured vehicles

which had escorted management to the meeting.

The workers, armed with an assortment of sticks and stones, had clashed earlier with police who had used batons and teargas.

The road passing through Coronation was blocked on each side by police because, they said, passing motorists had been stoned by strikers. The measures were slightly relaxed on Wednesday but police maintained a heavy presence.

Vryheid, some 32 km from Coronation, was teeming with riot police all week.

Police said Mr Mthethwa was killed during the fracas when shots were fired from the white residential area.

Colonel S J N van der Merwe, of the SAP's Newcastle Division, praised the white residents saying they were withholding their rights to shoot at striking miners and had prevented widespread murder.

"If it were not for those people shooting at the rioting miners, there would have been a lot of murder," Col van der Merwe said.

The National Union of Mineworkers has expressed alarm at the colonel's comments.

"It is obvious two types of justice exist in this country," commented NUM general secretary Cyril Ramaphosa.

"It is not for the police to give their opinion, it is for a court of law to decide whether any person should be brought to justice," he said.

Some of the injured miners are at the mine hospital and others were transferred to the Vryheid Hospital.

The Tribune received permission from Vryheid hospital authorities to interview the patients but the police refused to sanction it saying the men were "prisoners".

Police were rounding up suspects this week and it was difficult get-

# No mandate: Num declines offer by mine bosses

The National Union of Mineworkers (Num) has rejected an offer to meet the Chamber of Mines to discuss ways of averting possible labour unrest on gold and coal mines in coming weeks.

A union's spokesman said that they did not have a mandate from their members to discuss anything, unless to re-negotiate wages — the central issue in three strikes which occurred last week.

There were three wage-related work stoppages at the Vryheid colliery, Rietspruit open cast colliery and at Dover Colliery in Witbank involving more than 2 000 workers last week.

## Police

At Vryheid, police used tearsmoke to disperse strikers. One man was killed and four others seriously injured during a clash with police.

It was in the light of these uprisings that the Chamber appealed to the Num to meet and discuss the possible outbreak of violence on the mines. The union had warned the Chamber that similar incidents might occur following the Chamber's announcement that wages will be effected as from July 1 — an offer which Num has rejected.

The union spokesman said that they were dismayed by the Chamber for not changing their attitude to this sensitive issue. The union will wait and see what happens when the Chamber implements the new wages.

## Happy

The Chamber said that while it would be happy to meet with Num to discuss ways and means of averting any further unrest and violence, changes to the improved wages and conditions of employment that have been announced will not be discussed.

However, the stoppages at Rietspruit, Rand Mines owned colliery, occurred on Tuesday after management unilaterally announced wage increases. The strike by about 800 mineworkers at Dover occurred last Friday. Both mines are not affiliated to the Chamber.

6 000 strikers  
back at work

193 Star  
Pretoria Correspondent

3/2/24

Workers at three motor assembly and car parts companies in Rosslyn have returned to work after agreeing to continue with wage negotiations.

The agreement yesterday ended a three-day strike by about 6 000 workers at the three companies who had demanded a wage increase.

# Shelve increments till dispute settled, strikers tell Anglo

By Carolyn Dempster,  
Labour Reporter

More than 1 300 striking mineworkers at the new Goedehoop Colliery in the Eastern Transvaal are demanding that their annual increments be shelved until the wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) is resolved.

The entire black workforce at the Anglo American mine downed tools this morning in the second day of the wage-related work stoppage.

## RESUMED

At Kriel Colliery, where some of the black mineworkers refused to begin the morning shift yesterday, work resumed as normal today.

A spokesman for NUM, which claims 60 percent membership at both collieries, said the striking Kriel mineworkers had agreed to return on condition the unilaterally introduced chamber wage increases were "removed" from their pay packets until the dispute was settled.

"Management also agreed to back-date to

July 1 any increases which are awarded as a result of a settlement of the dispute," said Mr M Moloka.

It was likely that the striking mineworkers at the Goedehoop Colliery would return to work on the same basis, said Mr Moloka, but this depended on whether the mine management wished to negotiate with the union.

A senior spokesman for Anglo American said the situation was quiet at both mines this morning and discussions between striking Goedehoop mine workers and management were continuing.

The stoppages have been the only incidents so far on chamber-affiliated mines following union warnings of unrest over wage increases.

## SORTING

At the Gold Fields West Driefontein mine, surface workers in the sorting section queried the wage increases which were announced on Sunday.

Workers at Gencor's Ermelo collieries also made inquiries about the increases but there were no further developments at either mine.

RAM 3/7/84

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THE protracted Putco wage dispute, finally resolved last week with the arbitrator awarding increases of 15.5% back-dated to January 1, was a good example of emerging unions exercising restraint and expertise to achieve their goals.

Because transport is classified as an essential service the unions involved — the Transport and Allied Workers' Union (Tawu) and the Transport and General Workers' Union (TGWU) — were barred by law from calling legal strike action.

Over a period of 11 months they plodded through the procedures of mediation and then arbitration, providing lengthy evidence on the cost of living and minimum living levels, proving Putco's ability to pay more and comparing the wages of their members with those of other bus companies.

Small wonder — when one considers this level of sophistication — that it is management that increasingly has to go on industrial relations courses to learn how to negotiate.

One thing, though, has disturbed the unions. Though the length of the dispute was no fault of theirs nor their members, the fact that the arbitrator had the power only to back-date the increases for six months, meant their members lost out on the increases from July last year, when they were to have come into effect.

Mercury 3/7/84

# Two more mines hit by pay strikes

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Mercury Correspondent

MINEWORKERS at two collieries in the Eastern Transvaal downed tools yesterday in a pay row

They were protesting against the implementation of the Chamber of Mines' annual pay increases for black workers, which came into effect on Sunday

Anglo American, the mines' owners, said that about 1 000 workers at the Goedehoop and Kriel collieries, in the Eastern Transvaal highveld, downed tools as the first shift was due to begin

The firm said the 1 000 strikers numbered about a third of the workforce. Discussions were being held between management and workers to determine their grievances.

All was reported to be quiet at the mines. The stoppages follow the strike over increases at Anglo's Vryheid Colliery last week, in which one mineworker was killed and several others injured.

## Warning

The National Union of Mineworkers — which has gone into dispute with the Chamber over the increases — has warned of the possibility of widespread unrest in the industry

The increases — ranging from 13,3 percent to 14,4 percent — were announced after negotiations with the NUM and the Federated Mining Union reached deadlock two weeks ago. The unions are demanding 25 percent.

Apart from the strikes at Kriel and Goedehoop — where the NUM has membership, but no formal recognition — there were no other stoppages in the industry, yesterday or at the weekend.

Workers at Gold Fields' West Driefontein Colliery and Gencor's Ermelo Colliery queried the increases, but spokesmen for the two companies said these were explained.

Cyril Ramaphosa, general secretary of the NUM and other senior officials of the union, were not available for comment yesterday. They had left for the Eastern Transvaal to consult with their members over the strike.



**AT least 1 000 miners went on strike yesterday in the first wage related strike in the mining industry.**

The strike at two Anglo American collieries, Kriel and Goedehoop, affected a third of the total workforce at the mines, a spokesman for Anglo American said. Both mines are in the Eastern Transvaal.

The miners have downed tools a week after a colleague was killed and four other people injured in violence at Coronation Colliery in Vryheid. The violence was also related to the wages dispute.

The mineworkers' strike follows the announcement by the Chamber of Mines that wage increases for miners will be implemented as from July 1, despite protests by the National Union of Mineworkers.

The Num's general secretary, Mr Cyril Ramaphosa, has warned that the implementation of the disputed wage increases would lead to labour unrest.

### Talks

The union has also refused to hold talks with the Chamber on the possible outbreak of violence on the mines "We have no mandate to discuss other matters except to re-negotiate wages with the Chamber," Mr Ramaphosa said.

Anglo American's public relations officer yesterday said that about 1 000 mineworkers at the Kriel and Goedehoop collieries re-

**By JOSHUA RABOROKO**

fused to go underground in the morning.

He said that discussions were being held between management and the workers to determine the exact nature of the grievances

"However indications are that dissatisfaction over the recently announced industry-wide wage offer is the main cause of the work stoppage," the officer said.

The situation at both mines has been reported to be "quiet" as no serious incidents occurred, he added.

The first signs that black mineworkers were dissatisfied with the Chamber's wage offer was the strike by 1 700 workers at Vryheid Coronation colliery last week. This was followed by stoppages at Rand Mines' Rietspruit colliery and at Dover in Witbank after a deadlock in wage negotiations.

# MINERS STRIKE

**1 000 workforce down tools over wage dispute**

*Sweeper*  
3/7/84  
143

3/7/84 (143)

# Chrome workers in recognition dispute

Mail Reporter

ABOUT 500 workers at the Montrose chrome mine in the North Eastern Transvaal went on strike late last week demanding recognition for the Black Allied Mining and Construction Workers' Union (Bamcwu)

A spokesman for the union said the company had agreed to open negotiations on recognition and wage increments with the union.

He added that police had

been called to the mine during the strike — which lasted for a day — and that one worker had been charged under the Intimidation Act

A spokesman for the mine, which is owned by Gencor, said yesterday that they would only recognise Bamcwu once they had proof that the union had majority representation.

He said the National Union of Mineworkers (NUM) also had representation at the mine.

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# Mineworkers down tools at Transvaal collieries

By PHILLIP VAN NIEKERK  
Mail Reporter

**MINEWORKERS** at two collieries in the Eastern Transvaal downed tools yesterday in protest against the implementation of the Chamber of Mines' annual pay increases for black mineworkers, which came into effect on Sunday.

According to a statement by Anglo American, owners of the mines, yesterday, about 1 000 workers at the Goedehoop and Kriel collieries in the Eastern Transvaal Highveld downed tools as the first shift was due to begin.

The statement said the strike involved about a third of the workforce and discussions were being held between management and the workers to determine their grievances.

All was reported to be quiet at the mine yesterday.

The stoppages follow the strike over the increases at Anglo's Vryheid Coronation Colliery last week in which one mineworker was killed and several others injured.

The National Union of Mineworkers (NUM)

— which has gone into dispute with the Chamber over the increases — has warned of the possibility of widespread unrest in the industry in protest against the increases.

The increases, ranging from 13,3% to 14,4%, were announced after negotiations with the NUM and the Federated Mining Union (FMU) — which are demanding 25% rises — deadlocked two weeks ago.

Apart from the strikes at Kriel and Goedehoop — where the NUM has membership but no formal recognition — there were no further stoppages in the industry yesterday or at the weekend.

Workers at Gold Fields' West Driefontein and Gencor's Ermelo Collieries queried the increases, but according to spokesmen for the two groups these were explained to them and there were no stoppages.

Mr Cyril Ramaphosa, the general secretary of the NUM, and other senior officials of the union were not available for comment yesterday afternoon as they had left for the Eastern Transvaal to consult with their members over the strike.

NOT 3/1/84  
**Nissan  
 starts  
 pay talks  
 again**

**Mail Reporter**

**MORE** than 5 000 workers at Nissan and its sister motor assembly plants, Magnis and Motorware, at Rosslyn near Pretoria returned to their jobs yesterday as management reopened wage negotiations with the United African Motor Workers' Union (UAMWU)

But there were unconfirmed reports late yesterday that the entire workforce downed tools again yesterday afternoon after rejecting Nissan's improved wage offer.

The workers downed tools on Thursday after Nissan and the UAMWU deadlocked over wages, with the company offering increases of 8c and 10c an hour and the union demanding a 45c across-the-board increase.

It is understood that the company's improved offer yesterday was 16c an hour.

Most of the workers returned to their jobs on Friday but more than 1 000 at the Nissan plant ignored UAMWU pleas for them to return saying they had decided to stay out until management had made a better wage offer.

Management refused to reopen wage negotiations until all the workers had returned.

After the entire workforce at all three plants were back at their jobs yesterday morning, the company and the UAMWU restarted wage negotiations, which continued until late yesterday

# Improved wage offer by Nissan

Mail Reporter

OFFICIALS of the United African Motor Workers' Union (UAMWU) yesterday agreed to take an improved wage offer by the Nissan group back to their members who have been on strike at Nissan and its two sister plants, Magnis and Motorware, at Rosslyn near Pretoria

By late yesterday the Mail had not been informed of the outcome of the union report-back and neither management nor the union were prepared to disclose details of the improved offer before the workers had been informed

It was also learnt yesterday that though workers returned to the Nissan plant on Monday, they stood by their machines without working

The strike by more than 5 000 workers at the three plants began on Thursday last week after wage negotiations between the Nissan group and the UAMWU deadlocked, with the union demanding a 45c across-the-board increase and the company offering increases of up to 10c an hour

Mr N Strydom, Nissan South Africa's industrial relations director, said yesterday that everything was back to normal

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# 2 000 striking mineworkers return to work

*Star* *4/7/84*

By Carolyn Dempster,  
Labour Reporter

wide wage increases, announced by the Chamber of Mines on Sunday.

Everything was back to normal today at the two Anglo-American collieries of Kriel and Goedehoop in the Eastern Transvaal after more than 2 000 striking mineworkers returned to work yesterday.

The stoppage by about 700 black mineworkers at Kriel ended when the mineworkers resumed work early yesterday morning after prolonged discussions with mine management.

At Goedehoop, production resumed at midday when the colliery's entire black workforce of 1 300 agreed to return to work.

Both stoppages were sparked by the industry-

A spokesman for the National Union of Mineworkers said the strikers were demanding the increments be shelved until the wage dispute between the union and the chamber is resolved.

The NUM declared disputes with the chamber after wage negotiations for members on both coal and gold mines deadlocked two weeks ago.

The union has filed applications for the appointment of conciliation boards by the Minister of Manpower. If the boards are appointed and fail to resolve the dispute, the first legal strike by black mineworkers in South Africa could take place.

# 2 000 Anglo colliery workers end strike

By PHILLIP VAN NIEKERK

MORE than 2 000 striking workers at Anglo American's Kriel and Goedehoop collieries in the Eastern Transvaal returned to their jobs yesterday following talks between mine management and worker representatives

The workers downed tools on Monday in protest against the Chamber of Mines' industry-wide wage increases for black mineworkers which come into effect this week.

At Kriel, workers returned yesterday morning after they had been addressed by officials of the National of

Mineworkers (NUM), which, claims to represent more than half the black workers at the mine

The NUM is officially in dispute with the Chamber of Mines over the increases for workers in both the coal and goldmining industries and this could lead to the first-ever legal strike by black workers in the industry

At Goedehoop — where the NUM also claims substantial membership — workers returned to their jobs yesterday afternoon

The stoppages followed a strike over the same issue at the Vryheid Corona-

tion Colliery last week in which one mineworker was killed and several others injured

Anglo American said in a statement yesterday afternoon that the "entire workforce returned to their normal shifts today following the successful completion of discussions between management and employees

"At Kriel workers returned to normal shifts this morning, while at Goedehoop they returned about midday"

An Anglo spokesman said the number of 1 000 on strike was swelled on Monday night to more than 2 000 after the night-shift workers refused to work as well.

RAM 4/7/84

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# Go back or you're fired, miners told

By Carolyn Dempster  
Labour Reporter

The 3200 black mine-workers who went on strike at Rand Mines Douglas Colliery outside Witbank yesterday were given a deadline to return to work by this afternoon or face dismissal.

The ultimatum was delivered after discussions between the management of the Wolvekrans and Van Dyk's Drift section of the mine and shop stewards of the National Union of Mineworkers.

## CHALLENGED

Mr Allen Cook, deputy chairman of the coal division of Rand Mines, said the workers had challenged management to "bus them home" after

the shop stewards had told the morning shift workers of an 11am return-to-work deadline.

Buses were on hand and pay-packets "at the ready" for the mass discharge of the strikers.

By midday the striking mineworkers had still not returned and the decision whether or not to extend the deadline was left to the discretion of the mine managers of the two sections, he said.

Mr Cyril Ramaphosa, general secretary of the NUM, was on his way to the mine after requesting an urgent meeting with the managers of both sections and shaft stewards.

At the time of going to press, no final action had

been taken against the workers.

The strike in the two sections of the colliery complex began with the start of the shift early yesterday morning.

## SIMULTANEOUS

At Wolvekrans, more than 900 of the workers collected outside the hostel, refused to talk to management and continually chanted "mali, mali" (money).

Dissatisfaction with the Chamber of Mines wage increases, which were announced to workers at the colliery last Wednesday, also prompted a simultaneous strike by 1200 workers in the Van Dyk's Drift section

of the mine.

Mr Ramaphosa travelled down to the colliery but was refused permission to talk to the union's shaft stewards and was prevented from addressing the Wolvekrans strikers.

The mine manager later attempted to persuade shaft stewards to come to the management offices to talk to Mr Ramaphosa, but the union's stewards were reluctant to be singled out from the crowd.

In an incident with a white mine security guard, Mr Ramaphosa claims he was called a "kaffir" and is considering taking legal action against the guard.



rom 5/7/84  
143  
**Dispute ends  
at car plants**

Mail Reporter

THE dispute in which more than 5 000 workers at three motor assembly plants at Rosslyn near Pretoria, Nissan, Magnis and Motorware, went on strike over wages last week, has been resolved.

A spokesman for the United African Motor Workers' Union (UAMWU) said yesterday the company had made an offer of 20c an hour which the union had accepted

This was more than double the offer ranging from eight cents to 10c over which the workers went on strike a week ago, and had continued to protest against, during this week.

The UAMWU spokesman said the workers had accepted the increase after being addressed by union officials late on Tuesday

# 600 <sup>Sowetan</sup> strike <sup>9/7/84</sup>

~~15 000~~ 143 ~~0 5 15~~  
ABOUT 600 workers at MRT Bartons in Boksburg yesterday went on strike over the Metal Industry Industrial Council's 20 percent wage offer.

The workers, members of the Steel Engineering and Allied Workers' Union (Seawu), said that they were demanding "a living wage" and rejected the offer made by the Steel Engineering Industries Federation of South Africa for the metal industry's estimated 380 000 workers.

The Seawu announced that it was signing the IC's wage agreement under protest and indicated they will bargain for more pay packets for their members at shop-floor.

This is probably the first labour unrest in the metal industry since the IC's minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively was signed and gazetted, according to sources.

Workers told The SOWETAN that they were unhappy with the announced increases and said they approached management to negotiate a "better deal".

# 3 000 colliery workers down tools over pay

by PHILLIP VAN NIEKERK

MORE than 3 000 black mineworkers at two sections of Rand Mines' Douglas colliery near Witbank went on strike yesterday in protest against the Chamber of Mines' pay increases due this month.

The workers — 900 from the Wolvekrans section and about 2 300 from the Van Dyk's Drift section of the colliery — gathered peacefully at their hostels yesterday and refused to work.

At Wolvekrans, workers locked the gates of their hostel, chanted "Mali" ("money") and put "60%" notices up on the gates, to indicate their dissatisfaction with the increases.

Their action follows the strikes at three Anglo American-owned collieries over the past ten days in protest against the increases, which have been rejected by the National Union of Mineworkers (NUM).

Mr Cyril Ramaphosa, general secretary of the NUM, said that management at Wolvekrans — where the union is recognised in several grades — forbade him to address the workers or speak to the union's shaft stewards yesterday.

He said that the union was committed to using the legal channels and only wanted their members to come out once a legal strike was declared, but what was happening was the

"type of anger we warned the Chamber of Mines about".

Mr Alan Cook, the deputy head of the coal division of Rand Mines, Barlow Rand's mining division, said it was a "management-worker problem" and there had been no need to involve the union, which "was not sufficiently representative anyway".

He said "the chaps were told last week on Wednesday what their increases would be and the company has queried the rationale behind the strikes and suspects they could have been orchestrated".

Mr Cook — who said volunteer white labour had been used to keep

part production going yesterday — said he was not sure if the workers would return today.

Though the company had taken no decision to fire the workers they might be forced to "reconsider the situation if the strike continues".

● In an incident at Wolvekrans yesterday Mr Ramaphosa said he was called a "kaffir" by a white security guard.

However, Mr Cook said the guard was considering laying a charge of assault against Mr Ramaphosa for allegedly punching him in an agitated state after overhearing a remark in Afrikaans that "these people should be disciplined".

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trate on getting the party message to rural Afrikaners in a more effective way Nel believes that the difficult economic situation favours the CP. When the new constitutional dispensation is working, the platteland will lose its feeling of being threatened and return to the NP, Nel says.

Transvaal NP leader F W de Klerk calls the Potgietersrus result "disappointing" and points to a significant lie factor in the election. "We will immediately start with follow-up work to get to the underlying reasons for the negative reactions to government policy, especially in the northern Transvaal," he says. "I believe we are on the verge of making a breakthrough in the platteland."

Hartzenberg believes the NP will not again have as favourable a climate for elections. The new constitution has not yet been implemented and there is still some propaganda value from PM PW Botha's European tour.

After September it will be much worse for government because the people will see all the implications of the new dispensation and the economy will have deteriorated even further, he claims.

But some NP MP's believe the new constitution will have the opposite effect. "I think all reasonable South Africans will then feel the excitement of the new future," one MP says. "And the people will then see that CP propaganda was false — the Afrikaner is not about to be swamped by coloured and Indian people. Life is going to go on as before, but we will be significantly closer to peace and racial harmony"

The NP seems resigned to losing some more ground in the mini election that will take place if a number of MP's — there could be as many as 10 — resign before the new tricameral Parliament is instituted. They are mostly MP's who are reaching retirement age who want to give their successors the opportunity to start with the new dispensation.

Several Cabinet ministers may also resign or be moved to the new President's Council. The names most often mentioned are those of Posts and Telecommunications Minister Lapa Munnik, Community Development Minister Pen Kotze and Co-operation and Development Minister Piet Koornhof.

### LABOUR DISPUTES

## Trouble for Triomf

The SA Chemical Workers' Union (Sacwu) has applied to the Minister of Manpower to appoint a conciliation board to try and secure the reinstatement of 440 workers dismissed earlier this year at Triomf's Potchefstroom fertiliser plant.

The application follows the acquittal of 19 Triomf workers who were tried under the Intimidation Act in the Potchefstroom Regional Court last week. The



### Triomf's Luyt offer dependent on company profits

charges resulted from a work stoppage at the plant on April 12 when workers struck in support of colleagues who refused to undergo an alcohol test.

On that day, according to the union, workers were warned they would lose their jobs if they did not return to work by 10 am the next day. When they arrived at the plant the next day they found a contingent of police waiting outside the gates and 19 workers were arrested. Included among them were Sacwu members and shop stewards.

Last week, Potchefstroom Regional Court magistrate T F Veldman dismissed the case against them because the State failed to produce sufficient evidence to support the charge.

A spokesman for the union told the FM: "We are applying for a conciliation board for the reinstatement of all the workers. If the board fails to resolve the issue, we will take the matter to the Industrial Court."

A Triomf spokesman told the FM he could not comment on the union's action as the company was not yet aware that an application had been lodged. However, he did say that most of the 440 dismissed workers had been replaced. This factor could cause a headache for Triomf if the conciliation board decides in favour of the union.

Sacwu has had a difficult relationship with Triomf. In March the Potchefstroom plant was hit by another strike when workers protested against the company's refusal to refer a long-standing wage dispute to arbitration. The strike was settled when Triomf MD Louis Luyt personally intervened and offered to compensate the workers at the end of the year if the company makes a profit.

Trade unionists point out that in recent months there has been a growing trend for security legislation to be used against unionists and striking workers.

FM 6/7/84

and sections of Rand Mines' Douglas colliery had been affected by work stoppages. The stoppages followed last week's unrest in protest against the chamber's package at Anglo's Vryheid Coronation colliery in which one miner was shot dead and a number injured.

Stoppages at Anglo's Goedeheop and Kriel collieries occurred on Monday. But miners were back at work by late Tuesday. Kriel miners resumed work on the first shift on Tuesday morning after talks between management, workers, and representatives of the NUM. At Goedeheop discussions between workers and management started on Monday, continued on Tuesday morning, and work was resumed at the second shift. A company spokesman said 2 000 workers were involved in the stoppages.

**Not recognised**

According to NUM general secretary Cyril Ramaphosa, the union represents 90% of the 1 200 Kriel workers, although it is not officially recognised for the colliery by the chamber. Ramaphosa says the workers made a number of demands in discussions with management and agreed to go back to work on condition that these were met.

One demand was that management should speed up the process of verifying the NUM's claim to be representative of the colliery's workers. Another was that management should not pay the chamber increases but should continue to pay according to the old rate until the NUM's dispute with the chamber over the coal wage talks is resolved. According to Ramaphosa, management agreed to both demands. Industry sources, which declined to be named, tell the FM that Kriel is paying the chamber rates.

Miners at the Van Dyk's Drift and Wolwekrans sections of Douglas colliery stopped work at the start of the first shift on Wednesday morning. A Rand Mines spokesman tells the FM some 1 500 Van Dyk's Drift and 500 Wolwekrans workers were refusing to work. The spokesman said management had not yet been able to get the workers to appoint representatives for discussion purposes when the FM went to press.

He said indications were that the workers were demanding a bigger increase than that provided in the chamber package. The situation was peaceful, he said. Ramaphosa says the NUM, which is recognised at Wolwekrans, represents 800 of 1 000 workers.

Last week, after the Vryheid Coronation incident, the chamber asked the NUM to

try to persuade its members that no one would benefit from unrest and violence on the mines and from the consequences of violence. It offered to meet the union to seek means of avoiding unrest — but not to negotiate wages. This was rejected by Ramaphosa who said the union did not have a mandate from its members to negotiate on non-wage matters.

Most of the work stoppages have been settled relatively easily. Management arguments that disputes about wages cannot be settled directly but have to be taken up with the chamber appear to have had effect. But the prospect of further dissatisfaction, which would become ugly, is still very real. At this stage much depends on the outcome of conciliation board talks between the NUM and the chamber. The Minister of Manpower has not yet constituted the boards.

**MINE UNREST**  
**Colliery strikes**

278  
277  
143

Black miner dissatisfaction with the wage and working condition improvements implemented at all Chamber of Mines collieries on Sunday spread this week. So far only a few chamber collieries have been affected — but the big fear is that unrest will spread.

The problem arises from the deadlock in wage and working conditions negotiations between the chamber and the National Union of Mineworkers (NUM) for its members on both coal and gold mines. The union has declared a dispute on both issues and has applied to the Minister of Manpower to appoint conciliation boards.

Nevertheless the chamber decided to implement its increases because the majority of black miners are not NUM members and were expecting their increases on July 1.

When the FM went to press, two collieries owned by Anglo American Corporation

# End to mine strike likely — Rand Mines

By STEVEN FRIEDMAN  
Labour Correspondent

THE strike by about 3 000 workers at Rand Mines's Douglas Colliery, near Witbank, is likely to end this morning, Mr Alan Cook, deputy head of Rand Mines's coal division, said yesterday.

Mr Cook said the afternoon shift at the colliery's Wolwekrans section had resumed work and workers at the bigger Van Dyk's Drift section had undertaken to return today.

He warned that, if Van Dyk's Drift workers did not return this morning, they would face mass dismissal.

Mr Cook said workers were returning "without preconditions" and would not be paid for the period they were on strike.

The workers — about 900 from Wolwekrans and about 2 300 from Van Dyk's Drift — struck on Wednesday in protest at the implementation of a Chamber of Mines wage increase for black coal mine workers.

The Chamber and the National Union of Mineworkers are in dispute over wages on coal and gold mines and there have been strikes at several collieries in protest at the Chamber's decision to implement an increase before the dispute is settled.

Mr Cook said the afternoon shift's decision to return at Wolwekrans "coincided with the arrival of our pay wagons to pay strikers off".

He said workers had correctly interpreted this as a sign that management planned to dismiss them if they did not return. About 300 workers had returned.

This, he said, followed an ultimatum to workers at both sections to return or face dismissal.

Workers at Van Dyk's Drift had said they were willing to end their strike but asked to be excused from work yesterday as they had not eaten since Wednesday evening because canteen staff had joined the strike.

The canteen was now operating again and the workers had agreed to return this morning.

"If they do not, our patience will be exhausted and we will have no option but to institute a mass dismissal," Mr Cook said.

He said Van Dyk's drift workers had been asked to man coal-washing operations yesterday evening, but had refused.

Mr Cook charged workers at Wolwekrans had been ready to work yesterday morning, but were prevented by "intimidators". Management had attempted to act against the "intimidators" but "this only unified the workforce".

He said the NUM's general secretary, Mr Cyril Ramaphosa, arrived at Wolwekrans shortly before the strikers returned and met union shop stewards after being denied permission to address strikers.

Mr Ramaphosa had advised the strikers to return to work, he said.

Mr Cook added that Mr Ramaphosa had also visited Van Dyk's Drift and urged workers to return but "seems to have had less effect".

This, he said, may have been the case because "it is a much bigger mine and it is more difficult to communicate with the whole workforce".

Mr Ramaphosa, who was reported earlier yesterday to be seeking urgent talks with Douglas management, could not be reached for comment.

~~215 (31/152)~~  
Star 143  
6/7/84

# Striking coalmen return to work after ultimatum

Labour Reporter

Operations at the strike-torn Rand Mines' Douglas Colliery outside Witbank returned to normal today after the more than 3 000 striking black mine-workers resumed work this morning.

The decision to end the strike was taken by workers after a final ultimatum was issued yesterday by management — return to work or be bussed home.

Mr Allen Cook, deputy chairman of the Coal Division of Rand Mines, said the 900 striking workers at the Wolvekran section of the colliery had decided to return for the afternoon shift yesterday after busses were ordered and an armoured pay-truck despatched to the miners' hostel.

The strikers demanded that the mine manager of Wolvekran address them personally, and an initial return-to-work deadline of 11 am was waived while the section manager spoke.

Mr Cook said it ap-

peared the mineworkers had "elevated aspirations" about the increases they were to have received and were agitated about the outcome of the conciliation board in the wage dispute between the Chamber of Mines and the National Union of Mineworkers (Num).

Mr Cook said many employees had approached management after the end of the strike to explain that they had not wanted to take part in the action at all.

"We estimate as many as 90 percent did not want to be involved."

Mr Cyril Ramaphosa, Num general secretary, addressed shop stewards at the Van Dyk's Drift section yesterday afternoon in an attempt to avert the threatened mass discharge.

There were no preconditions set for the return-to-work and strikers will have their pay docked for the two-day disruption in production.

The Douglas Colliery strike brings to four the number of collieries hit by recent labour unrest.

on  
Witbank  
Wolwekrans  
deadlined

**MORE** than 3 000 work-  
ing black miners of two  
collieries have been  
warned to return to  
work or face dismissal, a  
mine spokesman said  
yesterday.

The workers at Van  
Wyks Drift and Wolwe-  
krans near Witbank  
went on strike on  
Wednesday in protest  
against the Chamber of  
Mines' wage increases  
due to be implemented  
this month.

Meanwhile the chair-  
man of the National  
Union of Mineworkers,  
Mr Cyril Ramaphosa,  
was involved in an inci-  
dent when he was called  
a "kaffir" by a white se-  
curity guard at Wolwe-  
krans. He was on his  
way to negotiate with  
management when the  
incident happened.



All quiet as Transvaal miners go back to work but . . .

# Legal strike call is still a threat

By Carolyn Dempster  
Labour Reporter

Calm has descended on Transvaal collieries after a week in which more than 5 000 black mineworkers downed tools in protest over pay rises — but the threat of a legal strike still looms.

The Minister of Manpower has until the end of the month to appoint conciliation boards in the wage disputes between the National Union of Mineworkers and the Chamber of Mines.

If the boards fail to resolve the disputes — covering the union's members on both gold and coal mines — the way will be open for a legal strike.

The NUM claims some 70 000 members on chamber affiliate mines. Although this figure is disputed by the chamber, the potential of spreading labour unrest in the wake of a legal strike by NUM members cannot be discounted. The implications for the industry as a whole are enormous.

Mr Cyril Ramaphosa, general secretary of the NUM has made it clear that the union will exhaust all of the legal options before considering or resorting to strike action.

However, he also warned the chamber that a unilateral announcement of wage increases on July 1 would provoke an angry response from black mineworkers.

His prediction was realised when mineworkers at three Anglo American collieries — Vryheid Coronation, Kriel and Goedehoop and at two sections of the Rand Mines-owned Douglas Colliery complex outside Witbank staged stoppages after the announcement of the increases.

Unlike the 1982 mine strikes when mineworkers reacted instantly and angrily to low wage increases, the stoppages over the past 10 days have been sporadic and in the main quiet and controlled. Violence broke out at only one colliery, Vryheid Coronation, when the police were called in and white residents gunned down four of the strikers, killing one black mineworker.

At Kriel striking mineworkers agreed to return to work after management had given them an undertaking that their increments would be shelved until the resolution of the NUM-Chamber dispute.

Although the 3 000 mineworkers at Rand Mines' Douglas Colliery returned to work without preconditions, they raised the issue of the outcome of the conciliation board with mine management.

These factors are significant in a number of respects. They reveal a degree of union organisation and co-ordination not seen before among black mineworkers in strike situations; and point to the possibility of sporadic stoppages at other gold and coal mines until the dispute is finally resolved.

~~150~~  
~~217~~  
Star  
7/1/84  
~~213~~  
143

KDM 9/7/24 □ □ □ 143

JULY 1, D-Day for the implementation of the Chamber of Mines' wage increases for black mineworkers, passed peacefully and without the kind of unrest which might have been promised by the strike at the Vryheid Coronation Colliery.

- But in the past week more than 5 000 workers at four collieries — Anglo's Kriel and Goedehoop and at the Wolwekrans and Van Dyk's Drift sections of Rand Mines' Douglas Collieries — have gone on strike over the increases

- This indicates there is a measure of dissatisfac-

... and is still the only black union other than the  
Day Federated Mining Union (which is composed of  
mainly coloured diamond mineworkers) to be recog-  
nised by the Chamber of Mines

But a reminder that there are other black unions  
operating on the mines came from the North East-  
ern Transvaal last week where about 500 workers  
went on strike at the Montrose chrome mine de-  
manding recognition for the Black Allied Mining  
and Construction Workers' Union (Bamcwu).

According to a spokesman for the company there  
is divided membership at the mine and there has  
been rivalry between the NUM and Bamcwu.

Bamcwu, which appears to be organising with a  
new vigour and could well emerge as a force on the  
mines, is at the centre of moves to form a federation  
of mainly black consciousness-leaning unions

**LABOUR  
WEEK**  
by  
**PHILLIP  
VAN  
NIEKERK**

*from 9/7/84* □ □ □ *211 143 139*  
THE NUM is far ahead in the black mine union

# Striking miners get ultimatum

Sensations 10/7/84 (143)

MORE than 1 700 striking black miners at Penge Asbestos mine in the Northern Transvaal were yesterday given an ultimatum to return to work or face dismissal.

Mr Phandelani Nefolohodwe, the general secretary of the Black Allied Mining and Construction Workers' Union representing the workers said that the

## By JOSHUA RABOROKO

workers went on strike in protest over pay rises. Meanwhile the threat for a legal strike by over 70 000 miners still looms in the mine industry as a result of a wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines.

The Minister of Manpower, Mr P T C du Plessis, has until the end of the month to appoint conciliation boards in the dispute.

If the boards fail to resolve the disputes—covering the union's members on both gold and coal mines—the way will be open for legal strikes.

However several strikes over wages have occurred in the mines in the past weeks resulting in the shooting of miners.

Mr Nefolohodwe said that the union's representatives have asked to address the miners on the issue, but management has refused them permission to do so.

"Our members have since been given an ultimatum to return to work by 7 am today or face dismissal. We are trying hard to persuade management to listen to workers' demands."

### Wages

He accused management of acting harshly on the union following the withdrawal of their right to recruit and represent the miners at the plant.

A company spokesman confirmed the strike, but declined to comment further.

Meanwhile about 900 workers in the Alfa Romeo plant in Brits demanded a 50 cents an hour across the board and negotiations of working conditions, including overtime payments, long service bonus, attendance allowance and holiday pay.

A spokesman for National Automobile and Allied Workers' Union representing the workers said management has refused to have discussions with the union. Management was not available for comment.

# PUTCO AGREES TO INCREASES IN TWO WEEKS' TIME

MORE than 8 000 Putco bus company employees are to receive an additional 6,75 percent increases in their pay packets within two weeks.

The announcement — hailed as a major victory — was made by the general secretary of the Cusa-affiliate Transport and Allied Workers' Union, Mr J Sikhosana, who said the increases covered a period between July-December last year.

Mr Sikhosana added that the new increase will also have an interest rate of 9 percent and the union saw them as "a move in the right direction for our members"

Two weeks ago, Putco

bus workers received an increase of 15,5 percent following an award by an arbitrator after a year-long wage dispute with the bus company. These increases covered the period between January and July this year.

## Essential

During the dispute, workers could not go on strike as the transport service is considered an essential service.

Mr Sikhosana said that the increase was far better than the final offer made by Putco company before the dispute went to mediation and arbitration.

At the time Putco was offering a R4 a week increase followed by an

additional R3 at a later date.

Putco's executive PRO, Mr Pat Rodgers, confirmed the increases. He said the new salary scales will be effected within two weeks.

He said the increases were neither a "victory or defeat" on both parties. The company has actually offered higher wages.

He praised both the TAWU and the Transport and General Workers' Union leaders for the type of patience they practised during the wage dispute.

The delay was unavoidable but the company was happy that the issue has been resolved, he said.

1700

143

# Lebowa asbestos workers sacked

By PHILLIP VAN NIEKERK

ABOUT 1700 mineworkers at the Penge asbestos mine in Lebowa have been dismissed after failing to meet deadlines to return to work.

However, Mr Pat Hart, the managing director of Gefco, owners of the mine, said yesterday that they had not yet started recruiting new workers.

The workers went on strike late last week in protest against this year's pay increases which range from 12 to 13%.

This is slightly lower than the annual increase for coal and gold mineworkers, announced by the Chamber of Mines.

These increases have been rejected by the National Union of Mineworkers which is in dispute with the chamber.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said yesterday he was not aware that all the workers had been fired.

The union has claimed the workers were also striking over a demand that the union be recognised.

● Almost 900 motor workers at the Alfa Romeo assembly plant, Brits Engineering, at Brits continued their strike yesterday in support of higher wages.

A spokesman for the National Automobile and Allied Workers' Union (Naawu) said there was no production at the plant yesterday.

The managing director of Alfa Romeo SA, Mr N Bianco, has denied there had been any stoppage.

Workers downed tools on Monday after wage talks between Naawu and Alfa Romeo became deadlocked last week.

Naawu is demanding a 50c an hour across-the-board increase and the company is offering 11c across-the-board.

Negotiations between union officials and management continued on Monday and yesterday.

# Workers want to be reinstated

THE South African Chemical Workers' Union (Sacwu) has applied to the Minister of Manpower to appoint a conciliation board in an attempt to secure the reinstatement of about 440 dismissed strikers at Triomf's Potchefstroom fertiliser plant.

A union spokesman told **The SOWETAN** yesterday that if the board fails to resolve the matter, they will take it to the Industrial Court.

The application follows the acquittal of 19 Triomf workers who were tried under the Intimidation Act in the Potchefstroom Regional Court recently.

The workers were arrested following a strike at the plant on April 12.

The strike was in protest against colleagues who refused to undergo an alcohol test.

According to the union spokesman the workers had been warned that they would lose their jobs if they did not return to work. On arrival at the plant they found police waiting outside the gate and 19 of them were arrested

In a subsequent court trial the workers were discharged after the magistrate found that the State had failed to prove its case beyond reasonable doubt.

The spokesman said it was in the light of the court trial that "we have applied for the board to settle the dispute — failing which we will go to the Industrial Court."

The union felt that the workers had been "un-

fairly dismissed and have to be reinstated"

A company spokesman said that they intended to defend the matter because the sacked workers had gone on an "illegal strike."

# Strike 'not just over money'

143  
Labour Reporter

Stew

16/7/84

Alleged harassment of shop stewards was one of the main reasons given by 170 employees of Diesel Electric who downed tools at the automotive spares supplier's warehouse in Johannesburg on Friday

The striking workers are demanding recognition of their union, the United African Motor Workers' Union, and an immediate across-the-board increase of R150

At present the lowest-paid employee at Diesel Electric receives R160.

Mr P Sibisi, one of the shop stewards of the company, said the management

of the firm had employed a number of tactics to prevent shop stewards meeting with workers

"The strike is not just about money. Management keeps on postponing discussions about recognition of the union," said Mr Sibisi

He added that the strikers had been given until 10 this morning to return to work

Mrs Hilary Roberts, personnel manager for Diesel, said the company had received a request for a 40 percent increase from the workers.

"The management has agreed to talk to their representatives about working conditions and salaries," she said.



# Unionist on banned papers charge

By NICOLA BEKKER

AN ORGANISER of the Council of Unions of South Africa (Cusa) has pleaded not guilty to possessing pamphlets published by the banned Pan Africanist Congress

The pamphlets were found in his car during a police roadblock

"Pokela Leader of the PAC" and "Speeches of Mangaliso Sobukwe" — published by PAC headquarters in New York — were discovered in 28-year-old Mr Sipho Radebe's possession on November 4 last year

Mr Radebe has claimed he had no idea that the pamphlets were banned

If he had, he said, he would either have taken them to the police or destroyed them

The Cusa organiser received two envelopes on his desk on November 4

One was a letter from a Mr Edwards, a British friend of his

The other was a large unsigned envelope Both had been sent from England

"I opened the envelope and glanced at the pamphlet which was on top

"It read 'Pokela Leader of the PAC'

"But I did not read it, nor did I look to see what else was in the envelope

"I was late for a meeting and was in a hurry to get

there

"I took the pamphlets out of the envelope and placed them in my briefcase

"I always read my mail when I get home

"After the meeting, I went to Soweto I noticed a roadblock, but did nothing to avoid it — I've been through them many times before"

A policeman found the publications in Mr Radebe's briefcase

"Because neither of the men were sure the pamphlets were banned, the officer confiscated the papers and gave Mr Radebe a receipt for them

"The next day, I went through the Government Ga-

zette at the office, but could not find whether they were banned or not," Mr Radebe said

"I had not read the pamphlets at all, and did not know they were prohibited

"It was the first time I had been sent such publications through the post"

Mr G J Marais, counsel for Mr Radebe, said during argument that his client had no way of knowing the pamphlets were banned

"All he did was glance at the title — which says nothing about the pamphlet being published by the PAC

"The accused had no way of knowing what the publica-

tion entailed

"It could even have been a smear pamphlet published by the National Party to discredit Pokela in the eyes of the people

"It need not necessarily have contained subversive material

"If a pamphlet entitled 'P W Botha Leader of the National Party' is published, it does not have to mean it is issued by the NP

"It could be published by the Opposition in an attempt to discredit the Prime Minister"

The hearing was postponed to July 27 for judgment.

# Law changed without consultation, says Cusa

By Carolyn Dempster  
Labour Reporter

The Government's action in pushing through the controversial Labour Relations Amendment Act without waiting for comment on the recommendations of the National Manpower Commission (NMC) report has been slammed as "duplicious" by the Council of Unions of South Africa (Cusa)

"It shows the Government is merely pretending to consult unions, but is determined to push through its repressive legislation at all costs behind closed doors," Cusa says in the most recent issue of its newsletter Iz-wilethu

## COVERED

The Act came into effect this month with publication in the government gazette of July 11

But the deadline for comment on the NMC report has been extended to August 31 — although a portion of what it deals with is covered by the new legislation

When the issue was debated in Parliament in

# Unions slam Govt on new labour Act

143  
Star 23/7/84

June, the chief Opposition spokesman on manpower, Dr Alex Boraine urged the Government to defer the Bill until after comments had been received on the NMC report

The same plea was made in telegrams to the Minister of Manpower by the Federated Chamber of Industries and the Transvaal Chamber of Industries

However, the Government turned aside these objections after debate and passed the Bill through its final stages with two minor amendments by a parliamentary select committee

This means from now on that agreements negotiated between unregistered unions and employ-

ers, which are not "passed" by the Department of Manpower, will be unenforceable in court, including the Industrial Court, and it will also be a criminal offence for employers not to submit details of the agreements to the Department of Manpower

Not only does this herald increased government control, it could also be seen as a tougher line on emerging unions, states Cusa

Provision has also been made in the Act for the Minister of Manpower to order all or any of the clauses of an agreement to be inoperative, if he considers it to be in the interests of employers, employees, or the public

or national interest

"This gives the Minister powers of an overtly political nature — an extremely ominous sign," comments Cusa

The comments add weight to criticism that the legislation is premature, half-baked, and out of step with the spirit of reform as envisaged in the Wiehahn report which advocates less state interference in labour matters

## SUPERFLUOUS

But Dr Piet van der Merwe, Director-General of the Department of Manpower said today that the same points had been raised and thoroughly debated in Parliament

"To comment at this stage when the legislation is on the statute books would be superfluous"

He added that the NMC report went much further than the changes promulgated in the Amendment Act and the NMC recommendations would have to run their own course and be considered in time

# Move to end mines disputes

143  
By Carolyn Dempster  
Labour Reporter

Star  
24/7/84

The Minister of Manpower, Mr PTC du Plessis, has appointed conciliation boards in the first step towards resolution of the wage disputes between the Chamber of Mines and the National Union of Mineworkers

This was confirmed today by the assistant general secretary of the NUM, Mr M Moloka, who said the union was told of the Minister's decision last Friday.

If the boards fail to resolve the disputes within 30 days, the way will be clear for the NUM to hold a strike ballot among its members on five collieries and eight gold mines where agreements are in force.

If members vote for a strike, there will be nothing to stop the first legal strike by black mineworkers in South Africa's history

The boards will be chaired by official representatives from the Department of Manpower and will consist of teams of representatives from both sides

No date has been set for the first meeting but Mr Moloka said that this was likely to happen before the end of the week

The union claims a membership of more than 70 000 mineworkers but the chamber maintains that the actual figure is far lower. Either way, a legal strike by NUM members would be certain to have a ripple effect.

The NUM is demanding a wage increase of 25 percent as against the chamber's offer of 13 to 14 percent which was implemented on chamber-affiliated mines from July 1

The chamber went ahead with the implementation of the increases because it claimed that the NUM represented only a portion of the black mining labour force and about 380 000 mineworkers would be expecting increases on July 1

To date, the announcement of the increases has brought out more than 6 000 black mineworkers on illegal strikes at four collieries and one asbestos mine

NDM 241784 (143) 214

## Board appointed to end mines dispute

Labour Correspondent

THE MINISTER of Manpower has appointed official conciliation boards to settle the wage dispute between the black National Union of Mineworkers and the Chamber of Mines on gold and coal mines.

The boards, which consist of representatives of the two sides under the chairmanship of a Department of Manpower official, have been appointed in response to the NUM's decision to declare a dispute with the Chamber after wage talks between the two deadlocked.

If they fail to settle the dispute within thirty days, the NUM, which claims a membership of about 75 000, will be entitled to hold a legal strike ballot on the mines.

This could lead to the first-ever legal strike by black miners.

The appointment of the boards was revealed yesterday

by the NUM's general secretary, Mr Cyril Ramaphosa, and confirmed by a Chamber spokesman. They were established late last week, but the NUM was informed of the Minister's decision yesterday.

Mr Ramaphosa said no date had been set for the boards' first meeting. He added, however, that he remained pessimistic about the prospects of a settlement, and warned that the NUM would fight "through to the end".

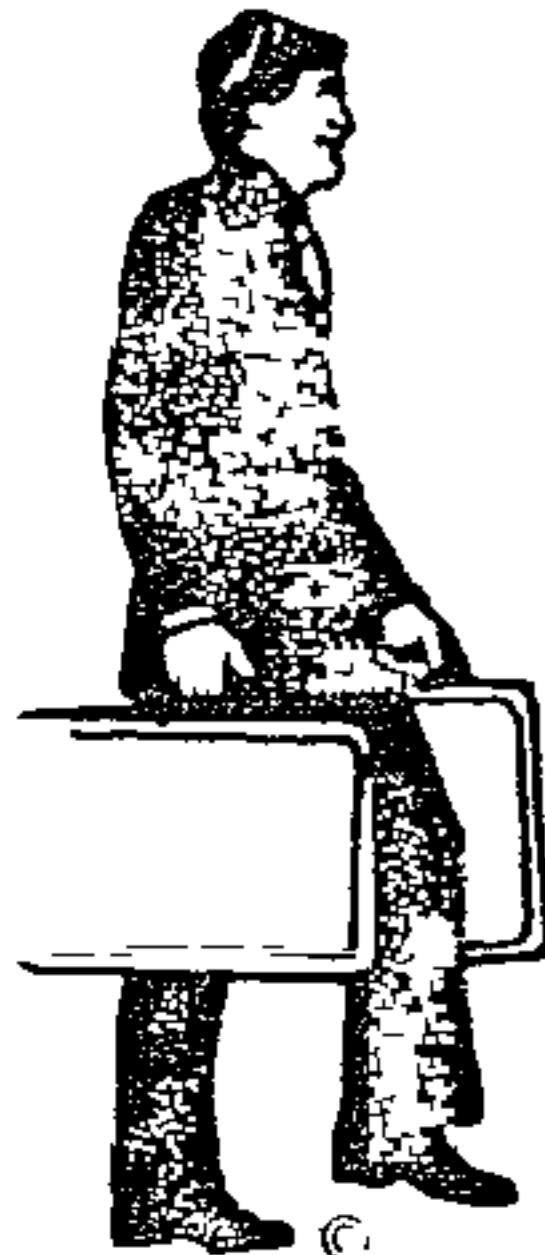
If the boards failed to settle the dispute, the union would go ahead with plans to hold strike ballots.

The NUM is demanding a 25% increase for its members, while the Chamber has replied with an offer of around 14%.

The Chamber recently decided to implement its offer ahead of a settlement of the dispute, a move which led to strikes at several collieries.

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## 57 injured when bus skids and overturns

By McKeed Kotlolo  
A bus skidded and overturned about 10 km west of Pretoria yesterday afternoon, injuring 57 people.

The passengers were on their way home to Mabopane from Pretoria when the accident happened.

The injured were rushed to the Ga-Rankuwa Hospital.

Of the 57 people, 13 were admitted while the rest were treated and discharged.

Mr Dan Rolt, Putco's assistant area manager in Pretoria, said the vehicle's prop-shaft failed, causing it to skid and overturn.

Witnesses said the injured people were sprawled on the side of the road, waiting for a fleet of about 10 ambulances from Pretoria and Pretoria North to ferry them to hospital.

Some passers-by added that light showers which were falling at the time made it difficult for them to help.

Parcels of shopping and other belongings of the injured were scattered over the road after the crash.

## Mine blast killed 68: company is fined R400

Own Correspondent  
MARITZBURG — The death of 68 miners in a methane gas explosion in a Hlobane colliery on September 12 last year resulted in the conviction and fining of a mining company and three officials in the Vryheid Regional Court yesterday.

The Vryheid (Natal) Railway Coal and Iron Company was fined R400 on three charges.

These were using apparatus which was not flame-proof where there was a risk of igniting gas, using two conveyor belts without devices that would stop them should they break, jam or slip, and unlawfully installing an auxiliary fan in an airway so that return air could possibly pass over a motor and electrical gear.

Mine manager D S Watson was found guilty, cautioned and discharged by the magistrate, Mr J D Crafford.

Shift boss Petrus J

Klaasens (40) was convicted of neglecting to obey an order from the mine captain to close a break in one of the tunnels. He was fined R200 (or 20 days).

Mineworker Robert Morgan (37) was convicted of failing to carry out Klaasens's instructions to close the hole in the tunnel. He was fined R200 (or 20 days).

The court was told the order from the mine captain, Mr P J Swanepoel, to close the break or hole was for reasons of safety and health.

The blast occurred at about 8 am in a shaft five to six kilometres below ground. At the time of the explosion about 1 500 men were underground.

Heavy smoke and flames trapped miners and many were believed to have died after inhaling toxic fumes.

Mr T Barnard of the Attorney General's office prosecuted Mr P W A Strydom defended.

## METRO BRIEFS

### Police strike in city pass raids

Police in plain clothes conducted pass raids in Johannesburg yesterday and arrested several men.

The raids were held at the corners of Diagonal and Pritchard streets and Diagonal and President streets.

People not able to produce their reference books or whose documents were not in order were arrested and put into a police van parked at the corner of Diagonal and Pritchard streets.

Police said they were unable to give the numbers arrested.

### Graham Clarke 'unsatisfactory'

CAPE TOWN — The condition of the Marion Island research team leader, Mr Graham Clarke, who is in hospital with suspected meningitis, is "unsatisfactory, but stable", a Tygerberg Hospital spokesman said.

Mr Clarke has been semi-conscious since he was brought from the island nine days ago — Sapa.

### Astronomer is awarded medal

CAPE TOWN — The outstanding services to astronomy of Mr Danie Overbeek of Edenvale were recognised last night when he was awarded the Gill Medal by the Astronomical Society of Southern Africa.

Mr Overbeek is known worldwide for his observations of variable stars.

### 49 arrested in drugs 'clean-up'

Pretoria Narcotics Bureau detectives have arrested 49 people on various charges in a "cleaning-up" operation in the city.

Police also reported that Mrs Laura Hendrika le Roux (64) was robbed of R1 904 in cash by two men in her office at about 9 am yesterday — Sapa.

### Canoeist's body

## RANDBURG TOWN COUNCIL

### Council throws challenge on 'investment' allegation

By Shirley Woodgate

Randburg councillors last night challenged the chairman of the Ward 13 Ratepayers' Association to prove allegations reflecting on their integrity or face possible legal action for defamation.

The challenge came in reaction to a story in the local Randburg newspaper quoting Mr Conrad Plange as claiming at a report-back meeting of the Ratepayers Association that he had proof that councillors were using privileged information to invest in areas which would be rezoned

for new development.

The council accepted an urgent proposal by Mrs Del Kevan, leader of the Progressive Federal Party opposition, calling on Mr Plange to reveal his source of information so that appropriate action could be taken.

Addressing the Press after the council meeting, Mr Plange denied he had made allegations as stated in the newspaper story. He said the reporter concerned confirmed her story had been changed.

Mr Plange said the information he received was factual but he had no

proof the transaction was illegal.

He said during the ward meeting his wife had read out a repeat of a request from a ratepayer to investigate a certain transaction.

The ratepayers' committee agreed to investigate and consider whether it would write to the council asking for an investigation into this transaction and asking councillors to divulge their property interests in the town.

He added there was no urgency and he reserved the right whether to use the information or not.

# Black union allows two white members to join

By STEVEN FRIEDMAN  
Labour Correspondent

A UNION affiliated to the Council of Unions of SA, which supports "black leadership" in the union movement, has admitted two white members

But Cusa's general secretary, Mr Phiroshaw Camay, said yesterday this move by the Transport and Allied Workers Union did not indicate any change in Cusa policy

While some Cusa unions did restrict membership to black workers only, others had been open to workers of all races since they were formed, he said

"Our position has never been black exclusivism. If the whites who have joined Cusa unions win the support of black workers, they could be elected to senior positions," Mr Camay said

This would mean that "they have won these positions on merit".

This was "very different to a situation in which white officials play a major role in union decision-making without referring back to black workers — it is this which our

black leadership stance is designed to avoid," he said

Transport and Allied's decision to admit two white bus drivers in Port Elizabeth is announced in the latest issue of Cusa's newsletter, Izwilethu

It says this is the first time TAWU has signed up white members

According to Izwilethu, the two drivers work at Port Elizabeth Tramways and joined TAWU, despite the fact that their previous union, the Port Elizabeth Bus Workers Union, had a "closed shop" at the company until recently.

"The drivers joined after TAWU helped them win their jobs back after they were dismissed," it added

It said TAWU agreed to negotiate for them even though they were not its members

Izwilethu also notes that members of Cusa's Food, Beverage Workers Union recently struck at Unilever's Boksburg plant in support of a white woman worker who had allegedly been subject to sexual harassment by a manager

Sowetan 26/7/84 (143)

# Num declares disputes

By JOSHUA  
RABQROKO

THE NATIONAL Union of Mineworkers has declared two wage disputes with the Chamber of Mines — bringing to six the number of its disputes with the organisation.

The union has declared disputes with the Chamber over wages at the Rand Mutual Hospital and the Johannesburg branch of the Employment Bureau of Africa (Teba), the Chamber's recruiting arm

Earlier Num declared disputes with the Chamber over wages in the coal and gold mines and the Duvha and Rietspruit collieries, which are run by Rand Mines

The Minister of Manpower has appointed conciliation boards to settle the disputes in the gold and coal mines, according to spokesmen for both the Chamber and Num

Num's general secretary, Mr Cyril Ramaphosa, said that both collieries were offering pay increases of about 10 percent in their separate negotiations with the union

Rand Mutual and Teba, which are affiliates of the Chamber, are both offering about 14 percent wage increases — which is also the cause of the dispute at the gold and coal mines

The spokesman for the Chamber of Mines confirmed the disputes, but declined to comment on them

Prior to the disputes hundreds of members of Num have been on strike in protest against wages. The union has rejected the Chamber's offer of 14 percent

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26/2/84  
New deal  
is foolish  
scheme  
says Cusa

By Carolyn Dempster,  
Labour Reporter

The new constitution has been denounced by the Council of Unions of South Africa as "a foolish scheme which is bound to be dumped on the ash heap of history".

A resolution taken by the 140 000-member federation states Cusa's complete and total rejection of the constitution.

Not only does it ignore the will of the majority of people for freedom and justice, liberation and peace, states Cusa, it also fails to abolish economic social and political exploitation.

The federation has called on all its members to lend support to all efforts of community organisations to end the constitutional plan and pledges itself to work towards a common citizenship in an undivided, just and democratic society.

The resolution places Cusa among the growing ranks of unions opposed to the constitution

The Federation of South African Trade Unions (Fosatu), with nine union affiliates, has called on members to unite and not vote in the elections next month, as has the Garment Workers' Union of the Western Province, with a membership of 56 000.



*Switzer* *26/7/84*

# New Constitution 'foolish'

*143*  
*30/8/84*

THE new Constitution which comes into full force on September 5 this year with the first sitting of the Tricameral Parliament has been denounced by the Council of Unions of South Africa (Cusa) as a "foolish scheme which is bound to be dumped on the ash heap of history."

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Report by T Mazwai of 61 Com-mando Road Industria

## OVERMINING EXTENT

A report entitled *Factorised production ore reserves*, sent to the GM of CDM in February 1979, compares the average total remaining reserves of the Oranjemund mine in carats per cubic metre with the actual mined grade be-

tween 1971 and 1982. In 1971 diamonds were mined at a rate consistent with the economic exploitation of the calculated remaining reserves. The document estimated the degree of overmining that took place in subsequent years.

Year	Total mine grade (Average total mine reserve in carats per cubic metre)	Actual mined grade	Overmining %
1971	0.260	0.260	
1972	0.240	0.270	12
1973	0.217	0.286	32
1974	0.193	0.287	49
1975	0.174	0.269	55
1976	0.159	0.300	89
1977	0.138	0.295	114
1978	0.123	0.239	94

volume from 19m cubic metres per year in 1968 to 47m cubic metres in 1978. Current levels of stripping will at least remain right until the end of operations and planning indicates that it could peak at a high level toward the end of operations.

"This revenue curve (given in the document) reflects no change in our present

strategy, that is maximum contribution right to the end.

"To me this is best described as a power dive and unless we have a conscious change in strategy, effective some time in the future, we will power the mine into the ground and we will be unable to conduct the reclamation and cleaning operation

which could extend the life of the mine by three or four years. What is required is a sturdy production platform from which costs, both direct and indirect and infrastructure can be critically managed."

In the report of the GMs of all De Beers' diamond mines in January 1978, CDM GM John Richards reported an "overmining recovery" of 92% and an "overmining depletion" of 150%.

What happens to the diamonds CDM has taken out of Oranjemund? The answer seems to be that those which are not sold are stockpiled. On March 18 1983 CDM Director Hoffe, then president of the Chamber of Mines of Namibia said in his president's report "The Central Selling Organisation (CSO) which markets CDM's and indeed approximately 80% of the world production, therefore continued its policy of withholding from sale those qualities that are not in immediate demand."

## JOB RESERVATION Mine talks resume

Negotiations between the Chamber of Mines and mining unions aimed at scrapping job reservation on the mines resumed this week after a four-month break. The talks, which will have a crucial effect on the mining industry, revolve around three main issues.

Deracialising the definition of the "scheduled person" in the Mines and Works Act which prevents blacks from obtaining certificates of competence to certain types of skilled work.

Creating a security of employment agreement. In essence, this would ensure the job security of white miners after the job reservation provision is scrapped and

The future industrial relations structure of the mining industry. This is expected to result in the creation of a mining industry industrial council.

The talks result from the Wiehahn Commission's recommendation that the "scheduled person" definition should be replaced with a non-racial "competent person" provision. Government accepted the recommendation and instructed the industry to negotiate its implementation.

Chamber industrial relations advisor Johann Liebenberg says the reason the talks have been delayed since April 12 is because the participants have been involved in wage negotiations. Now that the wage talks are over, despite disputes arising from them, Liebenberg says the scheduled person talks should take place on a more regular basis.

He says the subject of this week's meeting was the future industrial relations structure of the mining industry. Arrie Paulus, general secretary of the whites-only Mineworkers Union, is taking part. Paulus, whose members would be most affected by an alteration of the "scheduled

## DE BEERS REPLIES

This accusation is as old as it is unfounded. CDM has consistently followed a sound long-run mining policy in accordance with the Halbscheid agreement. At no stage has CDM's mining policy ever resulted in payable ground being rendered unpayable.

The allegations are apparently based on documents which were prepared for internal mine planning purposes only and are highly misleading when quoted out of context, as indeed they have been. It is important to understand the technical sense in which the term "overmining" is used in those documents. The term "overmining" describes the grade actually mined in relation to the average grade of the whole area containing diamonds whether all of such areas are payable or not. Clearly no mine mines blocks of unpayable ground. Equally, subject to not making any payable area unpayable, mines do mine their better grades first, which is in the interest of both the State and the shareholders.

Further, diamond mines do adapt their mining policy to the needs of the market from time to time with a view to maintaining stability in the diamond business as a whole. Indeed, from the late Sixties when eventually the free terrace that could be treated in the field screening plants was largely worked out, in order to maintain production it was necessary to embark on major capital expenditure to erect, ultimately, four large conglomerate treatment plants to be able to treat the higher pro-

portion of harder conglomerate ore in the remaining reserves. In addition, CDM officials developed a method to mine below the mean sea level along the foreshore, resulting in substantial volumes of ore previously considered unpayable being brought into reserves.

The policy of CDM has to cater for the costs flowing from high inflation and inexorably rising costs as the mine gets older, overburden deeper and distances from plants greater.

It will be recalled that since 1982 as a result of reduced diamond sales CDM with the full agreement of government, has closed one of its four main operating plants and ceased production from its screening plants. The purpose was to reduce operating costs and so increase taxable profits and the effect is, of course, to stockpile diamonds in the ground. This hardly suggests a policy of "ending the life of the mine before Namibian independence."

CDM's mining policy has nothing to do with CDM's attitude towards independence for Namibia. The company's policy towards the political evolution of the country has been frequently stated in speeches by its chairman and directors, and the company's actions speak for themselves. It would hardly have opened a new building in Windhoek in 1982 at a cost of R13m and moved its Head Office there or be continuing with major prospecting activity of the order of R10m/year if its intention was to end the life of the mine before the political dispensation changed.



Expressions of determination, however, did little to hide the disastrous nature of the grouping's economic performance since its foundation in 1980

Mpotokwane emphasised that the SADCC was following a long-term, systematic strategy towards its goals of regional integration and the reduction of economic dependence on SA. Reduction of dependence was vital to the development of the SADCC economies. "This was true in 1980 before the rise of SA economic destabilisation and armed aggression," he said. "It will remain true even if the destabilisation and aggression are wound down as we hope they will be. Indeed, the costs of that aggression and destabilisation underline how urgent it is for us to get on with reducing dependence."

In that perspective, he added, Nkomati and Lusaka could help speed up progress on certain key SADCC projects — if SA lived up to its promises.

Earlier, the question was asked whether the SADCC would still want to reduce its links with a SA ruled by Nelson Mandela. The answer was that, in that case, SA would be a welcome member of the organisation, and the role of the organisation would then be to promote balanced development in the region.

Opening the conference, Zimbabwe PM Robert Mugabe said he hoped Western governments would not be misled by P W Botha's recent European trip into thinking that SA was now ready to work for genuine peace and meaningful change in SA. He observed that the visit was seen as "a diplomatic triumph" for Botha's supporters. But tension in the region would only end with the dismantling of apartheid — an immoral system which "cannot be transformed into morality by virtue of a mere visit to European capitals by its arch apostles."

NUM's Paulus protecting the 'white' miner

person" definition, is vehemently opposed to the proposed change

At a previous meeting he declared he would not participate but would observe. As this week's talks are not specifically about the scheduled person clause his participation is not indicative of a change of heart.

The National Union of Mineworkers (NUM) — the only chamber-recognised union representing black miners — has not been invited to the discussions. The chamber has indicated that negotiations will be held with the NUM after resolution has been reached with the other unions.

Meanwhile, the NUM has declared a dispute with the chamber in negotiations for wages and working conditions at the Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa (Teba). Teba is the chamber's black recruiting arm. Applications have been made to the Minister of Manpower to appoint conciliation boards to settle the disputes.

The NUM has also declared disputes with Rand Mines after deadlocking in negotiations for the Duva and Rietspruit collieries near Witbank — both are non-chamber mines. Conciliation boards have been appointed. The NUM is also in deadlock with the Anglo American Corporation in negotiations for the East Rand Gold and Uranium Company (Ergo). No dispute has yet been declared.

These developments come in the wake of disputes declared by the NUM over negotiations with the chamber over wages and conditions on gold and coal mines. In all its talks with the chamber the NUM has demanded a 25% minimum wage increase. The chamber is offering an average of 14%.

On July 19 the Minister of Manpower appointed conciliation boards which will attempt to settle the coal and gold disputes. If they fail within 30 days, the NUM will be entitled to embark on a legal strike.

## REGIONAL AFFAIRS

### SADCC's troubles

FM 27/7/84

Leaders of the Southern African Development Co-ordination Conference (SADCC), the nine-member grouping of black African states, had a firm answer last week to those who wondered whether recent events in southern Africa might have blown it off course.

Speaking at the end of a three-day conference in London, Botswana's Lebang Mpotokwane, the SADCC technocrat who chairs its standing committee, said the Nkomati and Lusaka accords between SA, Mozambique and Angola "do not and cannot alter the basic nature of the priorities of SADCC."



Mugabe ... against apartheid's 'apostles'

WILL SPARK

Union will  
claim from  
death mine

Own Correspondent

DURBAN — The National Union of Mineworkers is planning to bring massive civil claims against the Hlobane Colliery for compensation over and above any workmen's compensation paid out in respect of 68 miners who died in a methane gas explosion in September last year.

Mr Cyril Ramphosa, the union's general secretary, said today that these would total between R1 million and R5 million

Mr Ramphosa added that the union was very disturbed over "the leniency" of the R400 fine imposed on the owners of the Hlobane Colliery and the R200 fines imposed on two mine employees for irregularities which occurred before the fatal explosion

# THIS BANK ROBBER IS



# for LA er race'

# Disaster mine fine condemned

By PHILLIP VAN NIEKERK  
THE National Union of Mineworkers (NUM) has condemned as "ridiculously low" the R400 fine imposed on the owners of the Hlobane mine for irregularities arising out of last September's methane gas explosion which killed 68 workers.

Mr Cyril Ramaphosa, NUM's general secretary, said yesterday that workers were "shocked" that the Department of Justice apparently treated the whole matter as a minor incident.

And a research officer at Wits University's Centre for Applied Legal Studies, Mr Paul Benjamin, said the level of fine rendered the Mines and Works Act regulations "virtually ineffective" by removing any proper deterrent.

The Vryheid (Natal) Railway Coal and Iron Company — a wholly-owned subsidiary of Iscor — was found guilty in the Vryheid Regional Court on Wednesday by Mr J D Crafford and fined R400 for three contraventions of the Mines and Works Act.

The mine's manager, David Watson, was found guilty, cautioned and discharged.

A shift boss, Petrus Claasens, was convicted of neglecting to obey an order from the mine captain to close

a break in one of the tunnels and fined R200, and Robert Morgan, a miner, was convicted of failing to carry out Claasens' instruction to close the hole and fined R200.

Mr Ramaphosa said he was alarmed that the Department of Justice had not even informed the attorneys of the NUM that the case was to come to court this week.

He said the department appeared oblivious of the local and international concern generated by the disaster, which had raised important questions on the safety of workers in South African mines.

Mr Ramaphosa questioned the justice of the low fines, seeing that 68 men had died.

This was a "gross disregard for safety", and the NUM would be pursuing a civil claim against the company, he said.

"If the Department of Justice and the Government Mining Engineer take this attitude to safety, then this leaves workers with no option but to seek other methods outside the courts of ensuring their own safety and redress from death and injury."

A spokesman for the Natal Attorney-general's office said yesterday he had received no complaints from the NUM and therefore was not in a position to comment.



In hospital yesterday after parts of his hands had been blasted away when a

Picture: TONY NAIDOO

# 'First it hissed, then it exploded'

By COLIN HOWELL  
AN ELDERLY Heidelberg man, Mr Rulof Bower, yesterday told how a device — suspected to be a practice hand grenade detonator — hissed and exploded in his hands after he used a penknife to prise a "ring" off it.

Bleeding profusely and severely shocked, he used his mutilated arms to wave down a passing car and was rushed to hospital.

"I thought the ring would make a nice key holder," Mr Bower, 64, said from his hospital bed at Sandton Clinic yesterday.

Mr Bower lost three fingers and received severe burns and cuts to his hands, body and face in the blast, that took place beside the N3 highway, opposite the Heidelberg military training camp, on Wednesday.

Mr Bower, a Roads Department operator for the Province, said a labourer, Mr Philimon Williams, handed him the "army green" device while he was

sitting in a truck at about 1pm.

"Philimon found it while he was raking ground next to the highway. I asked him if it was a bomb but he said he didn't know and walked away very quickly," Mr Bower said.

He described the device as having been about 12cm long, with a steel ring on top and a copper pipe, with one end threaded, on the side.

"I was taking the ring off with my penknife. It came free and I noticed that a pin was attached to it."

"The object started hissing and at that moment, I realized it was a dangerous weapon," Mr Bower said. "It exploded as I was about to throw it aside."

The blast "sounded like thunder, with a flash like arc welding", he said.

"I don't know whether I was blown out of the truck or not, but the next thing, I

To Page 2

# ghostly presence keeps lighting up

ROM 30/7/84 □ □ □ 143

BY week's end, the National Union of Mineworkers had declared six official wage disputes with employers and more disputes are likely

The issue in all six is the NUM's demand for a 25% increase and employer offers of about 1%

Settlement of the disputes seems a long way off and speculation centres around whether NUM will strike if a deal is not struck

Indications are that its leaders want to avoid a strike but face intense membership pressure to fight to the bitter end

From 30/1/78 □ □ (142)

RESTRICTING emerging union membership to blacks seems to be a declining trend.

Last week the blacks-only Commercial, Catering & Allied Workers' Union admitted coloured and Asian workers but stopped short of admitting whites.

And the Council of Unions of SA revealed that two of its unions had admitted some white members

Cusa has backed what it calls black leadership in the union movement and this has been assumed to mean its unions are open to blacks only

# Key talks today as black gold mine strike looms

By PHILLIP VAN NIEKERK

HOPEs of averting the country's first-ever legal strike by black gold mine workers hinge on a crucial official conciliation board meeting this morning between the National Union of Mineworkers (NUM) and the Chamber of Mines

The meeting is the first between the two parties since this year's pay talks broke down in June, putting the NUM into dispute with the chamber

In terms of the Labour Relations Act, the meeting will be chaired by an official from the Department of Manpower

If the conciliation board (CB) fails to resolve the dispute, the NUM, which claims a signed-up membership of 90 000, will be entitled to hold a strike ballot and call a legal strike.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday they were going into the talks with the intention of settling

"But if we can't settle," he said, "then we're going to have to decide what action to take".

A spokesman for the chamber refused to say whether they were considering an improved offer to put to the NUM in a bid to close the gap

In July the chamber, against the wishes of the NUM, implemented pay increases of around 14% for the almost half-a-million black workers on chamber mines

The increases were accompanied by strikes by thousands of workers from at least five collieries in the Eastern Transvaal and Natal.

Today's CB meeting is a prelude to three other CB meetings this week involving NUM disputes, including a meeting tomorrow with the chamber over pay increases for black coalmine workers.

The NUM will also be meeting with two Rand Mines-owned collieries, Duyha and Rietspruit, which are not part of the chamber.



## Wage increases for Putco staff

By STEVEN FRIEDMAN  
Labour Correspondent

A WAGE agreement between the Putco bus company and trade unions will raise the pay of about 8 600 weekly-paid workers at the company by 12,3%, a company spokesman announced yesterday.

The spokesman also told Sapa fringe benefit improvements contained in the agreement would bring the total value of the package negotiated to just over 17%. The agreement is to be backdated to July 1.

Putco negotiates wages with two unions, the Transport and Allied Workers Union, which belongs to the Council of Unions of SA, and the Transport and General Workers Union, a member of the Federation of SA Trade Unions.

The agreement announced yesterday means that Putco workers have won two wage increases in little over a month.

It came shortly after an arbitrator, appointed in terms of the country's official settling machinery, set-

tlled a dispute between Putco and the unions which resulted from last year's wage talks. In June, the arbitrator awarded workers a 15,5% increase after the two sides had deadlocked, with Putco offering 6% and the unions demanding 30%-50%. This increase was backdated to the beginning of the year.

The two unions hailed this award as a victory, but noted that the arbitrator only had the power to backdate the agreement for six months. This meant workers received no increase for the period between the middle of last year, when the dispute occurred, and this January.

The fringe benefit increments in this year's increase included adjustments to wage notches, paid public holidays and allowances for tools, Putco's spokesman said yesterday.

Meanwhile, the Transport and Allied Workers Union has been recognised by Greyhound Bus Lines. The company and TAWU were due to sign an agreement at the company's Chamdor plant yesterday.

# Another pay rise for Putco workers

By Carolyn Dempster,  
Labour Reporter

Two unions negotiating jointly on behalf of 8 600 Putco workers have won wage increases of 12,3 percent and numerous service benefits for their members

The package, which comprises a 17 percent increase overall, was successfully negotiated between the Transport and General Workers' Union, the Transport and Allied Workers' Union and the Putco bus company last Friday.

This is the second increase in just over a month

In June an arbitrator awarded a 15,5 percent increase backdated to January.

The award followed a year-long dispute between the unions and the company

In terms of the new 1984/5 agreement all employees will receive an additional paid public holiday each year

Tool allowances are to be increased from R1 a week to R3 a week, maternity leave benefits now include a guarantee of re-employment, the funeral benefit fund has been extended and reimbursement for hospital fees has been marginally increased

Miss Jane Barrett, general secretary of the TGWU, said the increase was satisfactory

But she said the union was happiest about the various improvements in working conditions

Although the TGWU is affiliated to the Federation of South African Trade Unions and the TAWU is a Council of South African Unions affiliate, the two unions have been working closely together in the arbitration hearings and the annual wage negotiations

RDM 8/18/84 (143)

# Union meets chamber

THE first official conciliation board meeting between the Chamber of Mines and the National Union of Mineworkers (NUM) to resolve their dispute over pay for black workers on gold mines failed to end in settlement yesterday.

However, the two parties are still talking and hopes for a resolution to prevent the first legal strike by black mineworkers have not been ruled out.

The chamber and the NUM — neither would divulge details of yesterday's meeting — have agreed to meet again on Monday next week.

When wage talks deadlocked in June, the NUM were demanding 25% with the chamber offering increases around 13% to 14%.

In spite of the dispute, the chamber implemented the increases.

Meanwhile, the NUM's first official conciliation board meeting with the chamber over their dispute on the wages of black coal-mine workers is to be held today.

# Coal mine pay row: new round of talks launched

By Carolyn Dempster,  
Labour Reporter

Wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines, covering the union's 4 600 members on five chamber collieries, resumed today with the first meeting of the official conciliation board in the coal mines pay dispute

Yesterday the first meeting of the conciliation board in the dispute covering gold mines ended after a four-hour discussion. A spokesman for the chamber said negotiations would continue on Monday

## DEADLOCK

Conciliation boards were appointed by the Minister of Manpower last month after the NUM declared disputes with the chamber over wages for members on chamber-affiliated gold and coal mines. The boards have a 30-day period in which to attempt to resolve the disputes

Failure to reach agreement will leave the way clear for the first legal strike on South African mines by black mine-workers

The boards comprise an official appointed from the Department of Manpower and negotiating teams from the union and the chamber. There is no limit set on the number of times a board may meet, provided there is no deadlock

Mr Cyril Ramaphosa, general secretary of the NUM, which claims a membership of 90 000 mineworkers, described yesterday's meeting as "OK", but would not comment further

The NUM has lowered its demands from a 60 percent increase to a 25 percent across-the-board rise. The chamber has in the meantime implemented its final offer of a 13,1 to 14,4 percent increase on gold and coal mines

The chamber decided to go ahead with the introduction of the increases on the basis that the NUM represented only a portion of the total black mining workforce, and 380 000 black mine-workers would be expecting increases on July 1

More than 6 000 mine-workers participated in illegal strikes in the first two weeks of July — shortly after the increases were announced. Most of the stoppages were on Transvaal collieries

## OPEN-CAST

Conciliation boards appointed in wage disputes declared by the union in separate negotiations with the Rand Mines-owned Duvha and Ruetspruit open-cast collieries are to meet tomorrow and Friday

Apart from these four disputes, the union has also declared wage disputes after negotiations at Rand Refinery, TEBA — the recruiting arm of the Chamber of Mines — and at Rand Mutual

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# Mining dispute continues

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By Carolyn Dempster,  
Labour Reporter

Negotiations between the National Union of Mineworkers and the Chamber of Mines in the coal mines dispute are to continue following the first meeting of the conciliation board yesterday

Mr Cyril Ramaphosa, general secretary of the NUM, said both parties were in "conciliatory mood" and would be better placed by the next round of talks on August 16 to assess areas where progress could be made

Today sees the first meeting of the conciliation board in the dispute between the NUM and Rietspruit open-cast colliery outside Witbank

A dispute was declared last month after a deadlock in wage negotiations. The NUM is now demanding 25 percent

KDM 9/18/84 (143)

# Bid to settle pay dispute fails

Labour Correspondent

AN OFFICIAL conciliation board meeting yesterday failed to settle the dispute between the National Union of Mineworkers and the Chamber of Mines over black wages on the collieries — but the two sides have agreed to meet again next Thursday

There were signs at the meeting that both the union and the chamber may be prepared to move from their present bargaining positions and a settlement cannot be ruled out

On Tuesday, the NUM and the chamber met at a conciliation board in an attempt to settle their dispute over black pay on the gold mines and agreed to meet again on Monday

A failure to settle the disputes could lead to the first legal strike by black mine workers

Both disputes have been prompted by the union's rejection of a chamber offer to raise pay by between 13% and 14%. The NUM is demanding a 25% rise

The union's general secretary, Mr Cyril Ramaphosa, said after yesterday's meeting that both sides had agreed to reassess their positions before next Thursday's meeting

The NUM, he added, would be consulting its members on the collieries before the conciliation board met again.

Meanwhile, conciliation boards are to meet today and tomorrow in an attempt to settle two wage disputes between the NUM and Rietspruit and Duvha collieries, which do not belong to the chamber

# NUM negotiations at Duvha collapse

Labour Reporter  
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The National Union of Mineworkers yesterday broke off negotiations with the Duvha colliery

The first meeting of the conciliation board in the dispute between the union and the Duvha opencast colliery, outside Witbank, deadlocked

The union refused to modify its demand for a 40 percent basic increase coupled with other demands which brought the total increment to an effective 60 percent

The way is now clear for the NUM to hold a strike ballot for the 1200 mineworkers

In a statement re-

leased today, Rand Mines, the mining arm of Barlow Rand and owner of the colliery, said negotiations had been broken off by the union when it became apparent the company was unlikely to improve on its offer of 11,3 percent

"During the discussion the union stated that it accepted that Duvha's wages and conditions of employment are the best in the industry," said a spokesman for the mine

Mr Cyril Ramaphosa, general secretary of the NUM, said the union would wait until other negotiations had been completed before deciding on further steps

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# Defusing the mine labour crisis?

The SA mining industry has been moving slowly towards a potential crisis. Negotiations for wages and working conditions on gold mines between the National Union of Mineworkers (NUM) and the Chamber of Mines deadlocked on June 18. Subsequently, similar negotiations for chamber collieries, two collieries owned by Rand Mines and a number of chamber-affiliated companies, including the Rand Refinery, also deadlocked.

In most cases the chamber has offered around 14% wage increases in response to the NUM's demand for 25%. In each case application has been made for conciliation boards to hear the disputes. If the boards fail to settle them, NUM members will be legally entitled to strike.

This week the NUM began a series of conciliation board hearings with the chamber and Rand Mines. The key personalities in the disputes are NUM general secretary Cyril Ramaphosa and the industrial relations adviser to the chamber, Johann Liebenberg. The *FM* spoke to both.

## JOHANN LIEBENBERG Progress made

**FM:** On Tuesday morning the chamber and the NUM had their first round of conciliation board meetings to attempt to resolve the deadlock in negotiations for wages and working conditions on chamber gold mines. Was any progress made?

Liebenberg. Yes. We discussed the position of the two parties fully and agreed to meet again on August 13. This is definitely progress compared to the situation we were in on June 18 when no further discussion was possible and the union declared a dispute. Neither party has slammed the door. In that sense the signs are encouraging.

Was there movement by either side?

I don't think we can regard what hap-

pened in the negotiations on Tuesday as movement on both sides. What we did observe was a conciliatory mood on both sides of the table.

If the conciliation board talks do deadlock and a legal strike ensues, the chamber will have a common law right to dismiss legal strikers. Will it use that option?

It is very difficult to predict what will happen. Naturally, it also all depends on the length of a possible legal strike. Employers certainly do have the common law right to terminate services of employees who do not fulfil their contractual obligations. Whether this will be done — and at what stage it will be done — is something which will have to be decided by the employer if and when the occasion arises.

Since negotiations between the NUM and chamber broke off there has been an improvement in the gold price and the gold mines themselves have received an injection of money because of the low rand/dollar exchange rate. Have these factors had any effect on the chamber's attitude?

The SABC gave quite a lot of prominence to the improved financial position of the gold mining industry as a result of the deteriorating rand/dollar exchange rate. But I think one has to look at the operating results of gold mines for the period January to June 1983 compared in the same period this year. Costs per ton milled are up by 11.7%, working revenue is down by 2%, total profits are down by 13%, estimated taxation and State share of profits are down by 24%, and dividends are down by 13.1%.

To see all of that in true perspective one has to take into account the statements which emanated one week later from the Governor of the Reserve Bank and the Minister of Finance when they

put SA's financial position into its true perspective and introduced some very harsh steps to correct SA's economy which includes the gold and coal mining industries.

Even then we don't negotiate on the ability of the industry to pay. The gold mining industry's ability to pay depends very much on the price of gold. It is a very volatile price. So we don't take the price of gold into account when we negotiate wages.

There are encouraging signs for the gold negotiations. But there are still disputes for coal, Rand Mutual Hospital, Teba's Johannesburg depot and Rand Refinery. What are the prospects for these?

I think that it is very difficult to link the disputes. In each case we are sitting with a completely unique set of circumstances. We are certain that the NUM also has its unique pressures as a union which would differ from one organisation to the other.

Has the Minister of Manpower appointed conciliation boards for the Rand Mutual, Teba and Rand Refinery disputes?

They have been applied for and we are certain they will be appointed in the very near future.

The chamber recognised the NUM only last year. This year it is having difficulties with the union. What does the chamber feel about that?

The NUM's access to chamber mines and eventual recognition was based on a set of criteria evolved by the chamber for what we perceived would be the trend in the future — the unionisation of our total labour force. We are having some problems with that union right now. But we didn't think when access was granted or when recognition was accorded that we would always have a relationship without any conflict. That is the very nature of relationships. Certainly it is no surprise to us and we don't regret that the NUM has come into being and that we have recognised it.

The chamber and some mining houses have intimated on a number of occasions that the NUM's membership claim of 90 000 is exaggerated.

The NUM has certainly signed on very many employees. It could have obtained 90 000 membership application forms. One doesn't know. The only proof that there is of a union's size — not only in SA but internationally — is the number of paid-up members. The only way we determine this is by the number of employees that have check-offs to the union.

There certainly are not 90 000 or even 10% of employees paying subs to the





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NUM in the gold mining industry. The NUM has increased the number of employees on check-off in the last two months — from 3 000 or 4 000 to something like 9 000. But paid-up membership is not the only factor taken into account when one assesses the power or the importance of a union. A following is also of importance in our context.

## CYRIL RAMAPHOSA Going the legal way

**FM:** What is the NUM's attitude to the first round of conciliation board talks?

**Ramaphosa:** We were a bit surprised that the chamber did not display a haughty attitude to the negotiations as they have often done. We were prepared for a very rough time with them but they seemed to be in a conciliatory mood. Quite a bit of progress was made. For the first time in our gold negotiations this year the two parties really made attempts to try to negotiate in good faith.

Both parties now have to go back and think. We have made a revised proposal to the chamber which they have to present to their principals. We will hear their response on Monday.

It seems there are at least some encouraging signs in the gold dispute. What about the others?

We are holding out hope that we will settle in all the disputes.

In all the disputes the NUM has chosen to adopt all the procedures towards a legal strike laid down in the Labour Relations Act. Why has it chosen this route?

We are trying by all means to comply with the terms of the agreements we have with the employers. We also want to show the bosses that when we do eventually strike we will have gone through all the legal processes. If we are dismissed, having waited to go on strike, it will show that the dispute settling procedures do not work. If that happens, there will be nothing to compel us to follow the legal process in future.

Is the militancy of mineworkers affecting the NUM's negotiating committee?

I certainly think it is.

The chamber and some people in mining houses seem to have doubts about the NUM's 90 000 membership claim.

We have never denied that our paid-up membership is much lower than our signed-up membership. We are suffering the pains that an unregistered union has to go through in order to get stop-order

facilities. Every unionist will tell you it is the most impossible task to collect subscriptions by hand — and more particularly when you are dealing with thousands and thousands of workers on mines. The only way to keep up paid-up membership is to have stop-order facilities.

Unregistered unions have to get permission from the Minister of Manpower to get check-off facilities. When we started recruiting we did not get members to sign stop-order forms. Once we got recognition on some chamber gold mines we applied to the Minister of Manpower for stop-order facilities. That was in June last year. Seven months later the Minister agreed. We then had to agree with the chamber on the type of form to be used. Stop-orders only came into effect in March this year.

The chamber now expects us to get every member we recruited in 10 months on stop-orders in three months. It is impossible from a logistical point of view. Evidence shows clearly that stop-orders have risen tremendously in the past three months or so. Our paid-up membership on stop-order at present is 13 300. There is no reluctance on the members' part to pay subscriptions. It is just a logistical problem.

How many recognition agreements has the NUM signed?

With the chamber we have recognition on nine gold mines, Rand Mutual Hospital, Teba, Rand Refinery, Western Deep Levels Hospital, and the chamber sports club in Johannesburg. We have recognition with Rand Mines for Duvha and Rietspruit collieries and three sections of Douglas colliery — Wolvekrans, Van Dyk's Drift and Douglas. We also have recognition with Anglo American at Ergo and the Arnot and Kriel collieries and with Gencor at Coalbrook. Seven other recognition agreements are in the pipeline.

To what do you attribute the work stoppages at a number of collieries after the chamber decided to implement its wage increases on July 1?

The workers were very angry with the wages the chamber increased unilaterally. They struck out of frustration. There were three collieries where the workers decided to go on strike on which our union did not even have a presence. This shows there is general worker dissatisfaction.

The fact that nothing happened on the gold mines does not mean that gold workers were not dissatisfied. They are waiting for the union to call them out on strike and they are still waiting.

If there is a settlement with the NUM will it necessarily mean peace in the whole of the mining industry?

Whatever settlement we reach with the chamber will have to be accepted by our members through report-back meetings before we sign on the dotted line. If there is a settlement, will the NUM have enough power to prevent non-unionised workers reacting?

If non-unionised workers were going to react against the wages they would have done so already. All we know is that they sympathise with the union's cause and if the union called a strike they would support it.

What would happen if, in the event of a legal strike, the employers decided to dismiss striking workers?

All hell would break loose. I don't think our members would tolerate that if we had gone the whole process to a legal strike. If the chamber decided to do that it would have to fire workers in the whole mining industry because miners have a unique way of expressing solidarity with each other. They have a strong sense of brotherhood.

Do you think the employers can afford to pay more?

Yes. Not a single gold mine made a loss in the last financial year. They all made quite a healthy after-tax profit and paid out dividends. That was when the price of gold was not as low as it is now. However, a stockbrokers' analysis shows that even if the gold price fell to \$300 an ounce the gold mines would still make a profit and be able to pay dividends. All we are asking for is a share in the returns of the companies.



Unionists <sup>11/8/84</sup>

Stew

# barrèd from picketing

143

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By Fiona Macleòd  
Members of the Steel Engineering and Allied Workers' Union were yesterday interdicted from picketing a Germiston steel factory in a successful application before the Rand Supreme Court

In the application, lodged by Trident Steel (Pty) Limited, it was claimed that union members were intimidating prospective employees

The picketing followed an industrial dispute which led to the dismissal of most of the the employees last month



# Countdown to a mine-bomb

Time is running out for conciliation and compromise.  
CAROLYN DEMPSTER reports.

**A** HUMAN time-bomb is ticking away in the mining industry.

If it is not diffused within the coming weeks it could lead to an explosion of far greater impact than any mechanical blast — the first legal strike by black mineworkers in South Africa's history.

This week the first major dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines entered a crucial phase, with time fast running out for conciliation and compromise.

On Tuesday, the two adversaries faced each other at the start of new wage negotiations when the conciliation board appointed in the dispute covering nine chamber gold mines met for the first time.

A four-hour meeting failed to find common ground and both parties emerged tight-lipped to announce that discussions would resume on Monday August 13.

Wednesday's meeting of the conciliation board in the coal mines dispute followed much the same course, with August 16 set as the date for further talks.

However, the boards are bound to report back to the Minister of Manpower within 30 days of their appointment. Unless both the union and the chamber agree to extend the life of the boards, the deadlines for report-back are August 17 and 18.

Should the parties fail to reach settlement, the way will be clear for the union to hold a

strike ballot — the first step in the countdown to a legal strike.

At the heart of the struggle are 90 000 black coal and gold mineworkers — the total membership claimed by the National Union of Mineworkers.

Although this is only a portion of the half a million black workers on South Africa's mines, it represents a significant following which cannot be lightly discounted. Any industrial action, as shown by the spontaneous strikes in 1978 and 1982, is likely to have a widespread ripple effect which could severely damage this key sector in the country's economy.

In many respects the dispute is much more than just a demand for higher wages but is a multi-faceted test of the strength of the three-year-old black union, of the commitment to sound industrial relations on the part of the chamber.

The struggle, in which the stakes are high and the strategies complex, takes place against a backdrop of entrenched attitudes and decades of virtual managerial autocracy when the living conditions, wages and working conditions of millions of black mineworkers were laid down without much heed given to the wants or needs of the men themselves.

Industrial relations advisor to the Chamber of Mines, Mr Johan Liebenberg was cautious in his appraisal of the progress of the talks this week.

"All I can say is that both parties are trying to be reasonable. We are listening to each other

Turn to page 2



You recognised

Johnnie Scott

SOUTH AFRICAN  
 COUNTRY  
 1984

143  
ISSUE OF THE WEEK (Cont): STRIKEPOWER

Exam page 1

Stew W/S/B

very carefully and the chamber is not being deaf to the union's arguments."

A pervasive feeling among mining employers is that very high expectations were created by the union in its initial demand for a 60 percent increase for members. Although this was later lowered to 25 percent, the feeling persists that the NUM has raised unrealistic expectations among its members.

"Because the expectation is already there, whatever the miners get will be measured against this," commented Mr Liebenberg.

Looking beyond deadlock and strike, the spectre of mass dismissal still hangs over the heads of legal strikers. This poses a very real threat to mineworkers in a climate of rampant unemployment, facing the ravages of drought in rural areas and a deepening economic recession.

The possibility of mass dismissal also poses a severe threat to the NUM and if carried, put could break the union before it has had a

chance to consolidate its base

It has been mooted that the more conservative of the chamber's members would favour a hard line in the event of strike action and would advise mass dismissal. Mr Liebenberg views the options in terms of the contractual obligations of employer and employee. "In terms of common law, employer and employee are bound by a contract. If the employee does not fulfil his contractual obligations, it is up to the employer to decide whether or not to repudiate the contract. At what stage he does this depends upon developments and the employee," he said.

On the other side of the table, NUM's general secretary Mr Cyril Ramaphosa has adopted a tough if pragmatic approach.

"We would like to reach some form of common ground, but at the moment there isn't any, so we can only hope that during the next round of negotiations we will find a meeting point," he said after the conclusion of the meetings this week.

He denies emphatically that the union was responsible for elevating the expectations of mineworkers and points to the fact that even non-unionised mineworkers demonstrated their rejection of July increases by staging spontaneous strikes last month.

The chamber went ahead with implementation of the increases, ranging from 13,1 to 14,4 percent on the basis that the 380 000 non-unionised black mineworkers would be expecting raises. About 6 000 miners at six mines, mostly collieries went out on strike after the announcements.

On the issue of a mass dismissal of legally striking mineworkers, Mr Ramaphosa is adamant. "It would be very unfortunate if the chamber went ahead and dismissed workers after we had followed all the legal procedures and demonstrated our willingness to resolve the disputes.

"We might well ask ourselves why are we going through all this trouble. If such a situation arises, if workers are dismissed they have nothing to lose. They may as well dismiss the whole industry because it will be a sad day for industrial relations on the mines."



N. M. Mining 12/8/87 (201)  
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# Mine bosses' bid to head off strikes

By Barney Mthombathi

FEVERISH negotiations are taking place to settle wage disputes in the mining industry

Mine bosses are keeping their fingers crossed that the talks succeed — if they don't the country could see its first legal strike by black miners

Negotiations are to be continued at two crucial conciliation board meetings this week

Three conciliation board meetings were held this week. Two ended inconclusively. Union representatives walked out of the third when they concluded there was no hope of a settlement

The National Union of Mineworkers and Chamber of Mines failed to reach agreement at wage negotiations in June

The chamber then implemented increases ranging between 11 and 14 percent. The NUM is demanding 25 percent

The increase sparked unrest and 6 000 mineworkers took part in il-

legal strikes last month at mines in the Eastern Transvaal and Natal

The NUM appealed to its members to return to work pending the appointment of a conciliation board, which, if it failed to settle the dispute within six weeks, would entitle the union to hold a strike ballot

The first official conciliation board meeting this week failed to settle the dispute, but the two sides agreed to meet again on Thursday

The two other conciliation board meetings were to settle wage disputes between the NUM and Rietspruit and Duvha collieries, which are not members of the Chamber of Mines

At Thursday's meeting on the Duvha dispute the NUM refused to modify its demand for a 40 percent basic increase and broke off negotiations. The way is now clear for a strike ballot

The Rietspruit dispute was discussed at Friday's meeting

# Black miners' strike looms

143 S. Times 12/8/84

By Angus Macmillan  
DEADLOCK between Rand Mines and the National Union of Mineworkers (NUM) in a wage dispute could bring the first black miners out on legal strike.

Conciliation board intervention this week failed to resolve the conflict at Duvha coal mine in the Eastern Transvaal, and the next move is up to Cyril Ramaphosa's union.

There is still a possibility that two disputes between the NUM and the Chamber of Mines — who also met this week — will be settled as both sides will meet again tomorrow and on

Thursday to discuss increased wages at gold and coal mines.

The NUM demands a 40% basic increase for category one to eight workers at Duvha mine. Other demands bring its total claim to 60%. Category one workers start at R280 a month and the basic monthly pay in category eight is R750.

Rand Mines is offering an 11.3% increase to all its Duvha employees. Its sister mine, Rietspruit, has identical salary scales and similar working conditions, but the NUM wants only 25% there.

Duvha managing director John Turner says no meetings are planned

to iron out its problems with the NUM.

"The ball is in their court and I only hope the workers think carefully before striking. Mr Ramaphosa admitted to us that we pay the best wages in the coal-mining industry."

Mr Ramaphosa was not available for comment as he was at a conciliation board meeting with Rand Mines' officials over its Rietspruit dispute.

The NUM, which claims countrywide membership of 90 000, is credited with the support of more than 50% of category one to eight workers at Duvha and has similar support at Rietspruit.

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THIS week will be crucial to attempts to avert a first-ever legal strike by black miners

Conciliation boards will meet today and on Thursday to attempt to settle the dispute between the National Union of Mineworkers and the Chamber of Mines over wages in gold and coal mines

Last week, both sides made far more conciliatory noises than at any other time during the dispute. Both seem prepared to move from their present positions.

So there is some chance of a settlement, but it would be premature to predict one.

Negotiators on both sides may want to settle. But they may struggle to find a deal which would not entail a major change of stance by the mines but which NUM could still sell to its members.

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Mr Santos said at a Press conference at ... Airport before Mr Schoeman returned home last night that it was natural in the wake of Nkomati for the private sector to be interested in Maputo harbour

It was therefore essential for the Ministers to co-operate in that regard

Meanwhile, in Pretoria, government talks between South Africa and Mozambique yesterday focused on the continued security problem in Mozambique

Afterwards the Minister of Foreign Affairs, Mr Pik Botha, said the two governments expected to meet regularly in the future to sort out the security problem "once and for all"

The Mozambican delegation was led by the Minister of Economic Affairs, Mr Jacinto Veloso, and the Deputy Minister of Defence, Mr Sergio Veiera, who held a brief meeting in the morning with Mr Botha and later met the Prime Minister, Mr P W Botha, at the Union Buildings

Mr Pik Botha then held a lengthy working lunch with the Mozambicans and ended the visit with an informal joint Press conference

The SA delegation included the Minister of Defence, Mr Magnus Malan, the Minister of Mineral and Energy Affairs, Mr Dame Steyn, the Minister of Manpower, Mr Pietie du Plessis, the Minister of Finance, Mr Barend du Plessis, the Minister of Agriculture, Mr Greyling Wentzel, and the head of the National Intelligence Service, Mr Neil Barnard

Mr Botha said the meeting was a continuation of regular talks between the two governments on bilateral interests and the implementation of the Nkomati Accord

Although the talks were wide-ranging, the security problem posed by the activities of the Mozambican Resistance Movement (MNR) had "naturally" featured, he said

Solving this problem was a priority and economic, agricultural and other forms of co-operation would come later

He added that the Prime Minister had given the assurance that South Africa would adhere to the spirit and letter of the Nkomati Accord and would act without hesitation if it knew of any contraventions

He could not say how long it would take to solve the security problem

Although the Nkomati Accord was signed five months ago, Mozambique is known to be concerned about continued MNR activities

For example, Mr Teodota Hunguana, Deputy Minister of Internal Affairs and a member of the Mozambican delegation, told journalists of two major MNR attacks in the Zambezia Province in the last fortnight

In one, 14 civilians were killed and 18 injured when MNR members rounded them up at a tea factory and gunned them down

Mozambique was in general satisfied with the implementation of the Accord

● Picture — Page 2

# Deadlock paves way for legal mine strike

By PHILLIP VAN NIEKERK  
LAST-DITCH attempts to resolve the pay dispute between the Chamber of Mines and the National Union of Mineworkers have failed, opening the way for the first-ever legal strike by black workers on South African gold mines

The second official conciliation board meeting between the two parties ended in deadlock yesterday after the chamber refused to increase their basic pay offer

Instead, the NUM was offered several fringe benefit improvements and a reduction of the normal working hours for underground workers, which would increase overtime payments

An NUM statement said they could not accept the chamber's revised offer as it fell too far short of their revised demands. The union is now reporting back to its members, who will take a final decision on a course of action

From Friday, more than 40 000 NUM members at the

eight gold mines where the union is recognised will be entitled to strike legally in terms of the Labour Relations Act

As an unregistered union, the NUM is not bound to hold strike ballots, though the union could hold ballots to prove the support of their members

The affected mines employ more than 100 000 black workers. Non-members could also be drawn into a strike — as could thousands of NUM members at other gold mines

There is a high chance the deadlock will be repeated on Thursday, when the chamber and the NUM hold a conciliation board meeting to resolve their dispute over the pay of black coal mine workers

Both conciliation boards were appointed last month after the chamber, which was offering 13 to 14% increases, and the NUM, which was demanding a 25% increase, went into dispute

In spite of the dispute the chamber went ahead and im-

plemented the increases

A chamber statement said that at yesterday's meeting, the NUM rejected their revised offer — made in response to the NUM amending its demands. The offer was made in a "spirit of conciliation", the statement said

"After the rejection of the chamber's offer in the conciliation board yesterday the two parties agreed that the Minister of Manpower be advised that deadlock had been reached"

The statement said the chamber had been compelled to withdraw their offer after it was rejected by the NUM

Deadlock in the gold mining talks was preceded last week by deadlock between the NUM and a non-chamber Rand Mines-owned colliery, Duvha, where a possible legal strike is also pending

The mines which are affected include Anglo American's Elandsrand, Anglo's three divisions of Western Holdings, Anglo's two divisions of Vaal Reefs, Anglo's President Brand and Gold Fields' Kloof mine

## 100 motorists on drink charge

By JOHN MILLER

MORE than 100 motorists appeared in courts across the Reef yesterday after being arrested in connection with drunken driving allegations

Almost 50 of the motorists appeared in courts on the East Rand, with only eight having been arrested on the West Rand

More than 30 people appeared in courts in and around Johannesburg, with 23 of those motorists appearing in the Hillbrow Magistrate's Court after being arrested at a roadblock in Hill-

brow on Friday night

The East Rand centre with the highest number of drunken driving arrests was Germiston with 30, 21 of whom were arrested at a roadblock held there on Sunday evening

Traffic authorities on the Reef were divided in their opinions about a change having taken place in the drinking habits or number of arrests made since the increased fines and jail sentences came into effect a few months ago

Traffic officials in Roodepoort, Ger-

miston and little change in Randburg, Kempton Park and Sandton

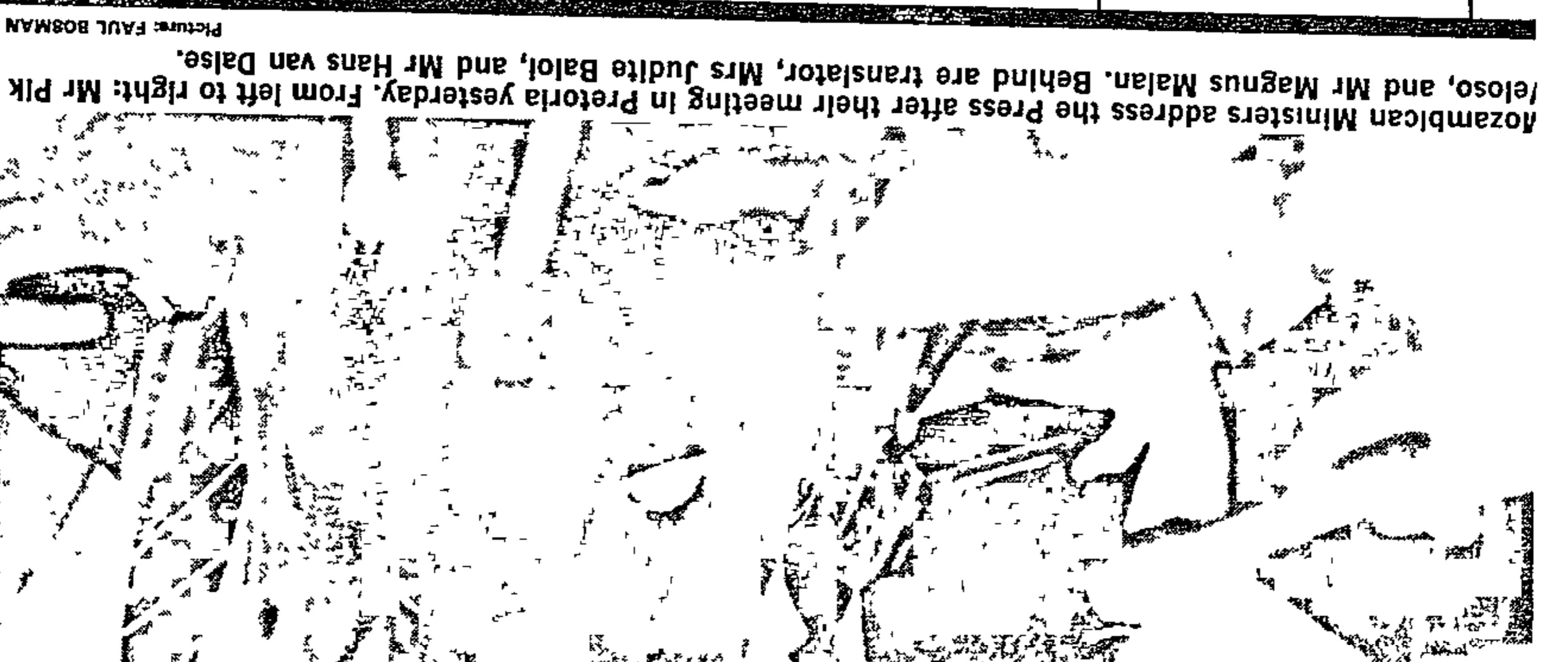
Mr T O'Brien for Johannesburg said more arrests were allowed to be made within the legal limit

He said that the number of motorists is nothing t

Sap rises as Spring hits Highveld  
Mail Reporter

Helicopter in dramatic rescue  
By DAVID CAPEL  
AN SOS call brought a helicopter down from the sky, Paul Beresford, was called by the traffic and ambulance when 702's 'Eye in the Sky' Paul Beresford, was called by the traffic and ambulance

Indian voters 'bribed'



Mozambican Ministers address the Press after their meeting in Pretoria yesterday. From left to right: Mr Pik Veloso, and Mr Magnus Malan. Behind are translator, Mrs Judite Baloi, and Mr Hans van Dalse.



Mozambican Ministers address the Press after their meeting in Pretoria yesterday. From left to right: Mr Pik Veloso, and Mr Magnus Malan. Behind are translator, Mrs Judite Baloi, and Mr Hans van Dalse.



N. Mercury 14/8/84 (143)

# Mines on brink of a gold strike 'first'

Mercury Correspondent

JOHANNESBURG—Last-ditch attempts to resolve the pay dispute between the Chamber of Mines and the National Union of Mineworkers have failed — opening the way for the first-ever legal strike by black workers in South African gold mines

The second official conciliation board meeting between the two parties ended in deadlock yesterday after the chamber refused to increase its basic pay offer

Instead, the NUM was offered several fringe-benefit improvements and a reduction of the normal working hours for underground workers, which would increase overtime payments

An NUM statement said the union could not accept the chamber's revised offer, as it fell too far short of the NUM's revised demands

The union is now reporting back to its members, who will take a final decision on a course of action

From Friday, more than 40 000 NUM members at the eight gold mines where the union is recognised, will be entitled to strike legally in terms of the Labour Relations Act

As an unregistered union, the NUM is not bound to hold strike ballots

## Thousands

The affected mines employ more than 100 000 black workers. Non-members could also be drawn into a strike — as could thousands of NUM members at other gold mines

There is a chance the deadlock will be repeated on Thursday, when the chamber and the union hold a conciliation board meeting to resolve their dispute over the pay of

black coal mine workers

Both conciliation boards were appointed last month after the chamber, which was offering increases of between 13 percent and 14 percent, and the NUM, which was demanding 25 percent, went into dispute

In spite of the dispute, the chamber went ahead and implemented the increases

A chamber statement said its offer yesterday was made in a 'spirit of conciliation'

But the chamber had been compelled to withdraw it after it had been rejected by the NUM

The mines affected include Anglo American's Elandsrand, Anglo's three divisions of Western Holdings, Anglo's two divisions of Vaal Reefs, Anglo's President Brand, and Gold Fields' Kloof mine



# Mine deadlock opens way for legal strike

14/3/84 Stan  
Labour Reporter

will be held this week

A deadlock in the crucial conciliation board meeting between the National Union of Mineworkers and the Chamber of Mines yesterday has opened the way for the first legal strike by black gold mine workers in South Africa's history

Discussions broke down at midday yesterday at the second meeting of the conciliation board

Once the Minister of Manpower has been advised of the deadlock, the NUM will be in a position to take whatever industrial action its members choose

In a statement after the meeting, NUM general secretary Mr Cyril Ramaphosa said the union could not accept the chamber's offer as it fell far short of revised demands

"We will be reporting to our members and they will take a final decision on the course of action to be taken," he added

Feedback meetings with union members working on the eight chamber gold mines affected by the negotiations

The mines are Elandsrand, Kloof, President Brand, Western Holdings (Holdings Division), Western Holdings (Syplaas Division), Western Holdings (Welkom Division), Vaal Reefs (East Division), and Vaal Reefs (West Division)

A chamber statement after the meeting said the NUM had rejected an offer made in the spirit of conciliation to resolve the dispute

The chamber said that, in response to the union's revised demands tabled at the first meeting of the conciliation board, it had offered improved conditions of employment from September 1

These were a service increment scheme, a death benefit scheme and the normal working time of underground employees to be reduced by two hours a fortnight.

This, the chamber said, would have had the effect of increasing payments for overtime

The chamber said it was compelled to withdraw the offer when the union rejected these improvements

## Man swallows blades

DURBAN — A man accused of murder in Vryheid was taken to Grey's Hospital in Maritzburg at the weekend after swallowing razor blades in prison

Police said Mr Petrus Steytler (21) was in a satisfactory condition

He, his father, Mr John Steytler (47), and his brother, Mr William Pover Steytler (24), have all pleaded guilty in the Vryheid Magistrate's Court to a charge of murder — Own Correspondent.

# Num to hold series of talks

THE National Union of Mineworkers is to hold a series of report-back meetings with its members following a deadlock reached between the union and the Chamber of Mines over wages at the conciliation board meeting yesterday.

The union's assistant secretary, Mr Mokhe-seng Maloka, said that the deadlock was reached after the Chamber had indicated that it was not prepared to revise its offer.

Failure by the board to settle the matter has opened way for the union to have a strike — this could be the first black legal strike by miners in South Africa

Mr Maloka said that it was now left to the entire membership — gold mineworkers — whether to go on with the legal strike or not. He also announced that the union has also reached a deadlock with Duvha collieries representing thousands of workers

"It is now clear that management does not have the interests of workers at heart. Our members will mandate us with the line of action we should take," he said

The Chamber's spokesman confirmed that the two parties were in a deadlock

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# Mines unruffled by threat

BY BRENDAN RYAN  
Mining Editor

THE mining industry appears confident in the face of a possible first-ever legal strike by black workers

A legal strike is possible following the deadlock between the Chamber of Mines and the National Union of Mineworkers (NUM) at the second official consultation board meeting on Monday

"We will see within the next few days what is going to happen, if anything at all," said Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division

"The most powerful argument against a strike is that the underground workers, who form the bulk of the labour force, have received very good increases from the fringe benefits and pay awards implemented by the Chamber

"These workers form a powerful countervailing force to the NUM, whose members are drawn largely from categories of non-production, surface employees with very limited representation from underground workers"

The Chamber implemented its final pay offer on all member mines in June, in spite of the dispute with the NUM, because it said most black miners were not NUM members and were expecting pay increases traditionally paid at this time.

The NUM is recognised by the Chamber to represent certain categories of workers on only a few mines. However, a legal strike on

*MONTHS of negotiations between the Chamber of Mines and the National Union of Mineworkers have ended in deadlock and the possibility of a first-ever legal strike by black mineworkers. The gold mining industry appears confident and prepared as it breaks new ground in this crucial industrial relations arena*

these mines could spill over into illegal strikes on other mines where the NUM is not recognised

The mines on which NUM has recognition are Elandsrand, Western Holdings, two of the three divisions of Vaal Reefs, President Brand (all managed by Anglo American Corporation) and Gold Fields of South Africa's Kloof mine

The mining industry's traditional response to strikes has been that employees who do not want to work are sent home immediately and replaced

All strikes by black workers in the past have been "wildcat" or illegal strikes.

In terms of the legislation, this has meant that workers, by the act of striking, automatically terminate their employment contracts with the mines, which can then send them home

In a legal strike, the employer has the right to fire striking workers but must inform them that they will be fired if they do not wish to work.

After that they can be sent home.

Any spillover strikes on mines where the NUM is not represented will clearly be illegal.

There is, however, a grey area regarding miners who are not part of the categories for which

NUM is recognised but who may decide to join legally striking NUM members on the mines where NUM has recognition

The threat of a strike is a very real one, as underlined by the unrest which broke out in July on a number of collieries

"We would try to persuade any striking mineworkers to return to work. However, if they did not, then we would send them home

"We can replace striking mineworkers readily from the thousands of unemployed former mineworkers in the homelands who want to come back and work on the mines," said Mr Colin Fen-ton, head of gold operations for GFSA

The pressure of the unemployed black workers in rural areas seeking employment on the mines is another important factor to be weighed in the assessment of the life of any strike organised by NUM

The Employment Bureau of Africa (Teaba), which is the Chamber's black labour recruiting organisation, estimated earlier this year that it could easily recruit enough workers to bring black labour strength on the mines up to 800 000, compared with the 500 000 at which it stood in December last year

Large-scale recruiting of new

workers would, however, cause delays and involve the mines in extra training expenses which would hit production and costs

The mining houses have prepared contingency plans in the event of strikes on their mines but, for obvious reasons, refuse to disclose any details

A major imponderable would be the degree of intimidation of workers by strikers on any mine. Intimidation has taken place in past strikes

"We would take strong action against offenders in cases of intimidation or incitement on our mines," said Mr Knobbs

The effects of a strike would vary according to the individual mine's circumstances, the number of workers involved and their job categories.

However, production would be immediately affected by a strike of any magnitude. Few mines have surface ore stockpiles of a size sufficient to keep operations going at full blast for more than a few days

It has been denied by the mining houses, but a number of mines in the past have held reserves of gold back in their recovery plants.

Mines may also in the past have held gold back in the metallurgical plants, hoping for the price to rise before smelting the gold, at which point it has to be delivered to the Rand Refinery

However, with the rand price of gold at near record levels, and interest rates of 20% and more available on deposits, it is unlikely that any mine would hold large quantities of gold back because of the profits it would be losing.

RDM 15/8/84  
 Anglo  
 in firing  
 line of  
 strike

By PHILLIP VAN NIEKERK

ANGLO AMERICAN is the company most in the firing line following the deadlock in conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM)

A spokesman for the company said yesterday that there were 75 000 black workers on the seven Anglo gold mines affected

The NUM is recognised as representing workers in various categories at the mine and the spokesman said they had a verifiable paid-up membership of 8 500

The NUM says they have a much higher signed-up membership at the seven mines

Following the collapse of the talks, the NUM is entitled to take legal strike action — the first by black South African mineworkers or by an unregistered union

An uneasy calm has settled over the industry as the NUM's national leadership reports back to members on the results of the talks which deadlocked on Monday

A NUM spokesman said yesterday that if NUM members opted for a legal strike it was unlikely it would take place within the next week

The outcome of the final conciliation board talks for coalminers' wages, and for the Rietspruit Colliery, will also be known by the end of the week

The Anglo spokesman said they regretted the deadlock between the chamber and the NUM and hoped the union would "reconsider the chamber's offer"

He said they hoped there would be no strike action, though they could not anticipate what might happen

A spokesman for Gold Fields, which also has a mine — Kloof — involved in the dispute, said that as far as they were concerned they still regarded the dispute as an industry matter

"We really don't know which way the wind is going to blow," the spokesman said

The other mine where NUM members are now entitled to legal strike action is Duvha, which is owned by Rand Mines, Barlow Rand's mining arm

KDM 15/8/84 (143)

# Labour experts give evidence

**Labour Correspondent**  
TWO leading labour relations specialists — one of them employed by the Anglo American Corporation — yesterday gave evidence on behalf of a prominent black unionist who is charged with holding an illegal gathering.  
The case — in which the general secretary of the Food and Beverage Workers' Union, Mr "Skakes" Sikhak-

hane, is charged with addressing an illegal gathering of workers outside the Potchefstroom firm, Chubby Chicks, on February 23 — is regarded as a key test of union rights. It is taking place in the Potchefstroom Magistrate's Court.  
Mr Sikhakhane was arrested on charges of contravening the ban on open-air gatherings imposed by the

Minister of Law and Order, and the Transvaal Ordinance prohibiting public meetings staged without the permission of a local authority.  
Yesterday counsel for Mr Sikhakhane called on Mr Bobby Godsell, of Anglo American, and Mr Loet Douwes-Dekker, of the University of the Witwatersrand's Graduate Business School to give evidence.

# More strikes loom

**MORE** than 100 000 workers — black and white — in South Africa's gold mines and metal industries have threatened to go on legal strikes over wages and working conditions in the next two weeks.

This was disclosed to The SOWETAN by union leaders who said that the industrial action follows crucial deadlocks reached between them and managements in the industries

Meanwhile several hundred of workers have been dismissed at other industries in Cape Town, Durban and

**By JOSHUA RABOROKO**

Johannesburg after strikes over wages and trade union recognition

Industrial action is threatening at Highveld Steel Complex near Witbank, where several hundred of the approximately 5 700 black and white workers voted in favour of the strike by late last night

## Disputes

The strike ballot was being held jointly by the Metal and Allied Workers' Union (Mawu), the South African Boilermakers' Society and other unions recruiting

in the company, according to sources

The unions declared disputes with Highveld during in-house negotiations which followed a deadlock in the Steel and Engineering Industrial Council

A Mawu spokesman said that after the voting they will go back to workers to decide on an industrial action or to try to persuade management to go back to the negotiation table.

In the gold industry over 90 000 workers may go on strike following a deadlock in the crucial conciliation

board meeting between the Chamber of Mines and the National Union of Mineworkers (Num). The deadlock in the board's negotiations opens the way for the first legal strike by black mineworkers

The union's spokesman yesterday said that they have started on their reportback meetings with members

The spokesman said that he could not say what indications the workers have taken, but agreed that at the union's national conference the workers had resolved to go on strike if other means could not be reached to dissolve the dispute

# Labour trial: police role questioned

16/8/84  
By Don Holliday

Police intervention in labour disputes should be seen as a last resort, Professor Nicolas Wiehahn, professor of law at the University of South Africa, told a Potchefstroom regional magistrate yesterday

Professor Wiehahn was giving evidence in the trial of the general secretary of the Food and Beverage Workers' Union

(FBWU), Mr Leonard Sikhakane

Mr Sikhakane and 26 workers have been charged under the Internal Security Act

Mr Sikhakane is alleged to have illegally convened and addressed a crowd of workers on February 23

The workers were allegedly dismissed from the Chubby Chicks Poultry Farm for announcing their intention to join the FBWU

351 152 143 Star  
A proclamation in the March 25 1983 issue of the Government Gazette prohibited gatherings of any kind — except bonafide sports meetings, meetings taking place between four walls and those given written consent by the local authority — during the period April 1 1983 to March 31 1984 in terms of the Internal Security Act of 1982

The 26 workers are

charged with having attended an illegal gathering

Professor Wiehahn said the Act was intended to prohibit meetings which could lead to the overthrow of the Government. This meeting was a result of an internal dispute between employer and employees

"Mr Sikhakane's role in the dispute was an accepted mode of action," he said

The hearing continues



Sowetan 16/8/84

# Seawu in talks with UDF

THE STEEL Engineering and Allied Workers' Union will hold their fifth annual conference in Doornfontein, Johannesburg, on Saturday, August 18.

Items to be discussed include the financial report, election of vice-president, amendment of the Constitution, the strike fund and unity talks with other unions and the United Democratic Front.

Mr Ndumane Tibane, the organising branch secretary of the union, has urged all members to attend. Members in arrears for three months will not be allowed to participate and members should bring along their membership cards or their latest receipts, Mr Tibane said.

## Transport

The union's members in the Pretoria and Brits areas have been requested to contact their respective shop stewards in connection with transport. Buses will leave from Bloed Street (near taxi rank) at 8 30 am.

The convention will be held in the cathedral at corner Saratoga and End streets, Doornfontein as from 10 am.

# NUM and chamber agree to meet again

By PHILLIP VAN NIEKERK  
THE Chamber of Mines and the National Union of Mineworkers (NUM) have agreed to extend the life of the official conciliation board (CB) to September 7 to resolve the dispute over pay for the union's members on five chamber collieries

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday this had been agreed so they could take an improved offer made by the chamber back to their members

The NUM has already

17/8 184 (143)  
'deadlocked with the chamber in its pay talks for their members on chamber gold mines

The NUM was initially demanding a minimum 25% increase while the chamber paid black coal mine workers increases of between 13 and 14%, sparking a wave of strikes

A chamber statement said that at the first meeting of the CB on August 8 the NUM had revised its demands and that yesterday the chamber had in turn made a revised offer

## MINE DISPUTE

**No inevitable strike**

The deadlock in conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM) over wages and conditions on the gold mines was probably inevitable. The gap between wage increases offered by the chamber and those demanded by the union was too wide to start with.

A similar breakdown was expected in the coal mine talks after the *FM* went to press. The NUM is already in deadlock with the non-chamber Duvha colliery owned by Rand Mines.

However, a strike, which the NUM is now legally entitled to launch on the Elandsrand, Western Holdings, Vaal Reefs, President Brand and Kloof gold mines (and at the Duvha colliery), is not yet seen as inevitable.

Although both sides have agreed to inform the Minister of Manpower that the gold talks are deadlocked, the union has still to report back to its members. Their response will determine the future course of events.

How long the report-back procedure will take is uncertain. An NUM spokesman says that if a strike is decided upon, it is unlikely to begin for about one week. But some mining sources feel that it could take the union two weeks or more before the report-back procedure is completed.

Although the NUM was partly reacting to rank-and-file militancy in its hard-line attitude in the conciliation talks, it is well aware of the vulnerability of its members.

Any strike they launch will be legal, but that will not protect the strikers from being fired and shipped back to the homelands. In an interview with the *FM* last week, the chamber's industrial relations adviser, Johann Liebenberg, did not rule out the possibility that employers might decide to fire strikers in the event of a strike.

**High expectations**

The NUM's problem is that it has aroused expectations in its members which it now finds impossible to gratify. The problem goes back to last year's negotiations, the first ever held between the chamber and a black union, when the union settled for a moderate increase only to face intense dissatisfaction among its members.

As a result, a special congress of the NUM was held and the union leadership, after unsuccessfully trying to renege on its deal with the chamber, undertook not to sign any future agreement without first consulting members for approval.

If members were to opt for a strike in the present impasse, the union leadership will presumably have to concur. Any strike



**NUM's Ramaphosa ... looking for an acceptable compromise?**

could, of course, spill over to mines where the NUM is not recognised and could also lead to clashes between union members and non-member underground workers, who are believed to be more satisfied with their lot.

If employers were to dismiss strikers, they should have little difficulty in recruiting new workers to replace them — although at the price of some disruption.

Earlier this year, The Employment Bureau of Africa (Teba), the chamber's recruiting arm, said it could easily recruit another 300 000 workers if it were necessary to bring manning levels up to 800 000 from the present 500 000.

Mining sources say there are thousands of unemployed former miners in the homelands who are anxious to get jobs.

However, in the event of employers using the firing weapon, they might not only have to deal with violence and rioting on the mines but might also find that the only way to ship the strikers home would be at the point of a police gun. The international repercussions would be incalculable.

Last week, NUM leader Cyril Ramaphosa told the *FM* that if the employers fired legal strikers, there would be "hell to pay".

The chamber must therefore be hoping

that the NUM's perceptions of its own weaknesses will bring it back to the negotiating table with some form of acceptable compromise proposal.

## NAMIBIA

**Threat to the MPC**

A serious split in the ranks of the South West Africa National Union (Swanu) may cause the break-up of the Multi-Party Conference (MPC) of internal Namibian political parties. This could change SA strategy in Namibia.

The MPC was intended to form a viable alternative to Swapo and was formed by the six most prominent political parties outside that movement. They were Swanu, the Damara Council, the Swapo-Democrats, the white National Party, the Democratic Turnhalle Alliance (DTA) and the Reheboth Liberation Front. The Damara Council of Chief Justus Garoeb later withdrew and joined the Swapo Patriotic Alliance.

The secretary general of Swanu, Nora Chase, opposed Swanu's membership of the MPC, because she believed it was meant as an anti-Swapo front and that SA was behind it. She was supported by the party's past president, Gerson Veit, and vice-president, Kuzeeko Kanguelhi, and an influential young Swanu leader who has just returned from the UK, Reinhard Rukoro.

Their rebellion came into the open when Chase tried to attend the Lusaka conference as a member of the Swapo Patriotic Alliance delegation, while Swanu itself was a member of the MPC delegation on the other side of the table. The politburo of Swanu then expelled Chase and her allies for "anti-party activities".

The rebels assembled their supporters and, at a branch conference in Otjiwarongo, the leaders of 14 of Swanu's 18 branches voted to reinstate them and accepted a motion of no confidence in the Swanu president, Moses Katjuongua. A seemingly unperturbed Katjuongua declared the move unconstitutional and promptly went abroad.

The rebels now intend to hold a party congress, but Katjuongua and his followers say it will be illegal. They are organising their own congress in October.

If the Chase faction wins, the party will probably join the Swapo alliance. That will effectively reduce the MPC to a DTA/NP/Baster alliance, which can have little credibility.

SA and the office of the Administrator

competitiveness and everyone will be worse off

Unless more weight is given in formulating wage claims to the disciplines of world trade — and less to notions of domestic equity — we will all go down the drain.

Likewise, the fears that organised labour has of automation, and of what is called concentration of economic power, are, far from being the enemies of workers, vital to their continued wellbeing. (They might well be counted the enemies of the trade union official anxious for power and influence)

It is precisely these phenomena that are vital to international competitiveness. They help to raise productivity and achieve economies of scale. Without them, jobs will be destroyed rather than increased as our too-expensive exports are rejected abroad.

SA has an open economy that is heavily dependent on trade. Without it, we cannot hope to provide for ourselves from domestic resources or buy what we need from abroad.

In SA, the vague term "wealth distribution" is often held out as a means of removing poverty and reducing unemployment. And those who advocate it usually imagine some sort of "soak the rich" policy to uplift the indigent.

It is undoubtedly a difficult policy to apply in anything but a collectivist society. Inevitably, where it has been tried, the whole community in time becomes poorer as poverty and unemployment become entrenched.

Most people agree that were this to happen in any society, it would become progressively less stable. It is a problem that cannot be ignored. But the way to tackle it is through steps to increase equality of opportunity and ease of entry into the commercial and industrial sectors.

Through our numerous apartheid laws, we have not been very good at that. The free movement of blacks to where their labour is needed is restricted. Educational opportunities — a highly politicised issue — have long been neglected, although matters are improving. Significantly, it is probably worth remembering that the riots in Soweto in the last decade were not over bread or unemployment, but education.

In this respect, too, organised labour has been its own worst enemy. Minimum wage enactments, the rate-for-the-job, closed shops — the worst of our European coercive socialist heritage — combine in our society to favour the employed at the expense of the unemployed and poverty-stricken.

In addition, the public service here has been allowed to grow beyond all reasonable proportion to its use. Entrenched in well-paid and risk-free jobs are legions of men and women whose task it is to control the lives of others, usually under the guise of providing public services. While their numbers grow, petty regulation, an enormous barrier to opportunity, will increase. They have a vested interest in making sure it does.

As Dickman concluded in his address "There are no easy options through controls that give a short-term illusion of success by distorting the market and providing spurious employment gains at the cost of lost opportunities in the future.

"If we wish to avoid dirigiste solutions, with all the bureaucracy and eventual impoverishment that is implied, the route to restored prosperity will still be arduous and the short-run costs inescapable. The reality of a harsh competitive world must be our disciplinarian."

## LABOUR MATTERS

# Towards peace on the mines



The only encouraging aspect of the deadlock between the Chamber of Mines and the black National Union of Mineworkers (NUM), which now threatens some gold mines with a legal strike, is that both sides were careful to follow legal procedures. The same applies to the coal mine negotiations which were expected to end in deadlock on Thursday, after the FM had gone to press.

The growth of black unionism facing the mining industry is fraught with problems of great delicacy. With its vast and volatile migrant labour force, the industry has always been vulnerable to agitation aimed at stirring up trouble for factional, political or industrial purposes. The number of times individual mines have exploded into rioting and violence is ample evidence of the extent of this problem.

The Chamber of Mines, therefore, must have thought long and hard before recognising, and granting organisational facilities to, the NUM — and organisational access to other, smaller unions. Had the NUM turned out to be doctrinaire and confrontationalist, the consequences for the industry could have been serious. Indeed, they still could be.

Fortunately, although the gold dispute has ended in deadlock, and the coal talks will probably end the same way, there is, as yet, no certainty that there will be a strike. The chamber is obviously hoping that after report-

ing back to their members, which could take up to two weeks, the NUM leaders will return to the negotiating table — possibly with a counter-proposal to the increase in fringe benefits and reduction in some working hours offered by the chamber.

Given the still relatively small paid-up membership of the NUM, and the vulnerability of its members to being fired and shipped back to the homelands, the union may see a compromise as being in its best interests. Already some senior mining men have pointed to the vast number of former miners waiting for jobs in the homelands who could be recruited to replace fired NUM strikers.

In the event of a compromise, each side will have taken the measure of the other's strength and weaknesses in the continuing process of establishing a balance of power between the employers and the union.

A strike is not in anyone's interests. It could cost NUM members — and any others who join the strike illegally — their jobs and any prospect of future employment on the mines. It could also disrupt production, possibly lead to violence and intimidation, and undermine foreign confidence in the industry.

From Friday of this week the NUM is legally entitled to call a strike. It is to be hoped that wiser counsels will prevail within the union — and that the chamber will be able to respond positively to any offer of a compromise.

S. Times

# Strike hinges on vote

143

By Angus Macmillan

19/8/84

CONCILIATORS won and lost a battle in this week's efforts to avert a strike by black mineworkers.

The Chamber of Mines and Cyril Ramaphosa's National Union of Mineworkers are in deadlock in discussions over wage increases on gold mines. Union members must now decide whether to strike.

The mines are Elandsrand, Kloof, President Brand, Western Holdings (Holdings division), Western Holdings (Saalplaas division), Western Holdings (Welkom division), Vaal Reefs (East division) and Vaal Reefs (West division).

August 13 proved an unlucky day for resolving disputes as the NUM rejected an offer by the chamber to improve gold mine working conditions from September 1.

On offer was a service increment scheme, a death benefit scheme and a reduction in the

standard working hours of underground workers.

When the chamber and Mr Ramaphosa met three days later to battle over the dispute in collieries the two sides agreed to extend the life of their conciliation board to September 7.

The NUM has attended seven conciliation board meetings in the past two weeks, two of which have ended in deadlock. It agreed to disagree with Rand Mines over increases at its Duvha colliery last week.

The union has to go back to its members to decide on its next move.

But employers are legally entitled to fire them and recruit from the pool of unemployed workers with mining experience.

The Employment Bureau of Africa (Teba), the chamber's recruiting arm, said it could easily recruit another 300 000 black miners.

Perils posed by the strike nobody can win

RDM 20/8/84 (143)

THE pay deadlock between the Chamber of Mines and the National Union of Mineworkers is obviously dominating labour news.

While the chances of a settlement on collieries seems reasonable, there is intense pressure from NUM's gold mining members for a strike unless the Chamber makes a new wage offer

But what would happen if NUM called a strike? Mining employers have been suggesting that a stoppage would not unduly hurt the industry

They have a good deal of evidence on their side. NUM has only been in existence for a couple of years and this may lessen its ability to mobilise workers. It is recognised on only nine of the Chamber's 50 gold mines

Employers also have the power to fire strikers who, because they are migrant workers, might then lose their jobs permanently.

A strike would almost certainly end in defeat for NUM and its members

But it could also prove damaging to the mines

Recent stoppages at a few collieries are understood to have cost employers several hundred thousand rands a day each, so even a very limited strike could prove costly

A strike by NUM members could also spread to non-members. This would raise the spectre of violent unrest, which has not occurred so far where workers have been subject to union discipline

And, if they do fire strikers, employers may find attempts to remove them from hostels is met by legal action from NUM. International reaction to the firing of legal strikers could be immense

So a strike holds grave dangers for both sides. But the gulf between them may still make one inevitable.

RDM □□□ 20/8/84 (143)

IT is not every day that a celebrated former Government labour adviser gives evidence for a black trade unionist in court

This is what occurred in the Potchefstroom magistrates' court last week when Professor Nic Wiehahn took the stand on behalf of the general secretary of Cusa's Food, Beverage Workers' Union, Mr Skakes Sikhakhane

Mr Sikhakhane is charged with holding an illegal gathering outside local firm, Chubby Chicks, where he had gone to settle a dispute

The case is seen as a key test of union rights, for it follows several arrests of unionists after they arrived at plants to settle disputes

They found their members gathered outside the plants and addressed them — an action which, police contend, contravenes various bans on outdoor meetings

If the courts agree, union officials will be severely hampered because they will not be able to talk to their members during many work stoppages

The list of witnesses for Mr Sikhakhane suggests unionists are not alone in worrying about this new police action

Besides Prof Wiehahn, Anglo American industrial relations man, Mr Bobby Godsell, and Wits Business School lecturer, Mr Loet Douwes-Dekker, also gave evidence on the implications for labour relations if the police view is upheld.

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# Workers arrested and hurt in police clash

Star 20/8/84  
By Carolyn Dempster,  
Labour Reporter

At least six chemical workers were admitted to hospital and 34 others arrested after a clash between riot police and a crowd of dispersing strikers outside Sentrachem's Karbochem plant in Newcastle last week.

More than 200 members of the SA Chemical Workers' Union (Sacwu) gathered outside the factory on Friday and refused to resume work until a shop steward dismissed earlier in the week had been reinstated.

Lieutenant-Colonel Vic Heynes of the South Afri-

can Police public relations division in Pretoria, said today that police had warned about 200 workers who had gathered outside the factory and told them to disperse.

"They moved on to the public road leading to the factory and started stopping passing motorists," he said.

The police used sjamboks and patrol dogs to disperse the crowd and arrested the workers, of whom 11 received dog bites and had to have treatment.

Those arrested were to appear in the Newcastle Magistrate's Court today on a charge of holding an illegal gathering.



# Illegal gathering: unionist found guilty

By STEVEN FRIEDMAN  
Labour Correspondent

A PROMINENT black trade unionist, Mr "Skakes" Sikhakhane, has been found guilty by a Potchefstroom magistrate of holding an illegal gathering outside a factory in the area.

Lawyers acting for Mr Sikhakhane are to appeal against his conviction, opening the way for a key Supreme Court test of police action against unionists who have addressed worker gatherings outside factories during disputes.

Mr Sikhakhane, general secretary of the Food, Beverage Workers Union — a member of the Council of Unions of SA — was convicted together with 26 workers at Potchefstroom firm Chubby Chucks.

He and the workers were arrested outside the com-

pany's premises after Mr Sikhakhane had travelled to the plant in an attempt to settle a dispute.

Sentence on Mr Sikhakhane and the 26 workers was postponed and is to be passed on September 10.

Mr Sikhakhane's trial has attracted intense interest from unionists here and abroad as it is seen as a key test of the right of unionists to intervene in disputes.

He was arrested outside the Chubby Chucks plant in February after allegedly addressing a group of workers who claimed they had been "locked out" by the company during a dispute which has since been settled.

Police contend that, by addressing workers in the open air, Mr Sikhakhane contravened a blanket ban on outdoor gatherings imposed by the Minister of Law and

Order as well as a Transvaal ordinance barring public gatherings without the permission of a local authority.

At the time, several other unionists were arrested and charged with contravening the ban on gatherings while on union business, but none was convicted.

The trial was marked by the appearance of three prominent labour relations specialists, including former Government labour adviser Professor Nic Wiehahn, as witnesses on Mr Sikhakhane's behalf.

Mr Bobby Godsell, of the Anglo American Corporation and Mr Loet Douwes-Dekker, of Wits University's Graduate Business School, also testified for Mr Sikhakhane.

All three warned of the implications for labour relations should the police view be upheld.

Sowetan 23/8/84 143.

# Workers claim 'kaffir slur'

By JOSHUA RABOROKO

ABOUT 17 dismissed employees of Park President Building Construction in Wadeville this week claimed that they were sjambokked, called "kaffirs" and accused of belonging to a "communist-backed" trade union by their boss.

The workers said that their general manager, Mr D E C Parkin, dismissed them after accusing them of belonging to the Cusa affiliate, Building and Construction Allied Workers' Union.

The union's organiser, Mr K J Mpe, told The SOWETAN yester-

day that workers have been abused, allegedly assaulted and referred to as "kaffirs" by their boss.

He made several representations to the manager regarding the issues, but to no avail. He has complained to the Industrial Council for the building industry and submitted affidavits to the council.

"We also intend taking legal action against the company for dismissing our members," he said.

Mr Parkin said that the workers were retrenched because of the economic situation, but he denied that they were dismissed for belonging to a union.

Some of the retrenched workers had refused to work last Friday and he ordered them to leave the premises. The workers sang freedom songs and made black power slogans. He threatened to assault them with a sjambok if they continued and they left the scene.

He denied assaulting any worker and calling him a "kaffir."

"In fact, if any of my white employees call their counter-parts kaffirs, then I will take serious action against them.

"In my opinion the workers' behaviour was militant and showed signs of the ANC which is communist-backed," he said.

Mr Mpe said he took a "serious view" of the ANC allegation and intended seeing his lawyers about it.

Strike was legal, staff were fired

# Dispute process fails the worker

The face of South African labour relations has undergone rapid and dramatic change in the five years since Wiehahn, but one crucial feature remains unchanged

Under the Labour Relations Act, South African workers still face the threat of dismissal in the event of strike action — legal or illegal

The lack of protection for the worker who has religiously followed the official dispute-settling procedures, only to be faced with firing at the end of the process, may be the rock on which a system of sound industrial relations will founder

There is growing consensus among labour experts that there is little incentive for unions to observe the legislation if they gain nothing by it.

To facilitate sound industrial relations, South Africa's strike law will have to change to afford some protection to strikers, and employers will have to recognise the employee's right to strike, they argue

At present employers can resort to lock-outs, mass dismissal and the threat of dismissal to coerce striking employees to go back to work

This happened in South Africa in January this year when a national legal strike by 8 560 members of the SA Chemical Workers' Union (SACWU) was broken by threats of dismissal by AECI management

SACWU general secretary Mr Manem Samela stated the union's case simply "There was nothing we could do. The workers were in a position where they were not protected by legislation and management could have carried out the threat"

Last week at Dunlop Tyre in Durban 1 200 members of the Metal and Allied Workers' Union (Mawu) were fired

shortly after embarking on a legal strike

"The fact that workers can be dismissed within the first hour of a strike in terms of the Labour Relations Act proves how totally inadequate current labour legislation is," said Mawu "There is obviously little incentive for workers to follow the law in respect of strike action"

Professor Loet Douwes Dekker of Wits Graduate School of Business has said the practice of dismissing striking workers is unfair and the ability to strike must be protected

Within an hour of embarking on a legal strike 1 200 workers at a Natal company were fired en masse last week. The action has focused attention on a growing debate of critical importance in industrial relations: why should a union follow statutory dispute-settling procedures if an employer can still legally resort to mass dismissal — and what are the implications for the resolution of future industrial conflicts? CAROLYN DEMPSTER reports.

In a recent paper on "The right to strike" he says the AECI case demonstrated that employers in South Africa "are not prepared to grant workers the right to strike"

This runs counter to current practice in Britain and on the Continent where striking workers are protected against being dismissed although they do forfeit all pay and benefits for the period

In Professor Nic Wiehahn's view the dismissal of workers participating in a legal strike could be considered an unfair labour practice — of both the statutory and non-statutory kinds

"If the employee has chosen the legal strike route he should be afforded some protection. I don't think we can allow a system in South Africa where there is no distinction between the effects of a legal and an illegal strike," he added

Unions that faced the prospect of mass dismissal of their members on a legal strike should be able to challenge the dismissal in the Industrial Court and seek a Section 43 reinstatement order on the basis of an unfair labour practice. Alternatively they should be able to seek damages and take the matter to the Supreme Court

The past few years have seen an increasing use by emergent and largely black unions of official dispute-settling machinery. This trend could well change if unions see no point in fol-

lowing the lengthy procedures for dispute resolution, he said

Professor Johann Piron of the University of South Africa's School of Business Leadership agreed that workers should have greater rights in a legal strike

"But you have to remember the whole industrial relations system in this country is in the melting pot. Up until now strike law hasn't been touched"

Mr Clive Thompson, a prominent labour lawyer and lecturer at the Wits Centre for Applied Legal Studies, has said it is likely that unions, to guard against mass dismissal, will build some protection into recognition agreements with employers

However, this was likely to happen only with enlightened employers "The inadequacies of our law are not conducive to sound industrial relations"

Sawetor 27/8/84 143

# Union says SA govt is 'criminal'

By MONK NKOMO

THE SOUTH African Government was yesterday strongly criticised and accused of being a "criminal minority government" which was desperate to win some segments of the oppressed masses onto its side.

Speaking at the well-attended second annual convention of the powerful United African Motors and Allied Workers' Union at the Saulsville Arena in At-

teridgeville yesterday, Mr Patrick "LTD" Molala, local executive member of Azapo, warned that there were "some white pseudo-revolutionaries who are fighting to take over the leadership in the trade union movement."

Mr Molala, a former Robben Island prisoner, said the convention took place at a crucial, his-

torical time in the black man's struggle and at a time when

- "The level of political consciousness of the black people has been sufficiently raised to be able to confront and engage the system,

- "The criminal white minority Government intensifies its efforts towards winning onto its side some segments of the oppressed; and when

- "Some forces are making a concerted effort to hijack the content of the people's struggle into the direction of liberalism and opportunism"

Mr Molala added "These are the contentious issues confronting us at this stage of our struggle and until we address ourselves effectively to these issues, we shall have failed our people in the quest for liberation"

RESEARCH BODIES

# Recognition for union sought

By Carolyn Dempster,  
Labour Reporter

Two hundred South African Breweries (SAB) employees at the corporation's Watloo depot took a vote of no confidence in the management-appointed works council last week, and are pressing for recognition of their union

A spokesman for the workers, Mr Leswiswi Macabe, said they had decided to hold the opinion ballot because the works council did not represent the interests of workers and never consulted them

"We had no say in the so-called agreement, and

management would tell us unilaterally what would happen"

There were a number of factors causing unhappiness among SAB workers, and they wanted an effective means of communication and negotiation with management, he added

The Food Beverage Workers' Union (FBWU), which claims a representative majority at the Watloo depot and Rosslyn brewery, requested recognition discussions with management some months ago

According to FBWU organiser Mr Glen Mokoena, the first meeting between the union and

company representatives about Watloo depot workers, will take place on September 5. The Rosslyn brewery will be discussed on September 6

Mr Mokoena said that, although works councils operated on a regional basis, the two factories operated independently

Mr H Kalvorson, SAB personnel manager for the Northern Transvaal and Orange Free State, said he was surprised to hear of the no-confidence vote. Talks with the FBWU had been on the cards for some time, and only Mr Mokoena's absence on an overseas trip had prevented talks from being held earlier

Sten  
28/8/84

143

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### Staying young

The cosmetics industry has become a multimillion-rand money spinner with companies claiming their products can control signs of ageing. Are these companies just marketing dreams and promises?

● Page 6, Metro section

### TV line-up

New seasons of the popular American comedy series "Facts of Life" and "One Day at a Time" start on TV1 next week when matinee TV gets an all-new look.

● Page 1, Tonight!

### Boxing feast

After months in the doldrums big-time boxing is set to make a dramatic comeback over the next two months, with a feast of major bouts on the cards including the long-postponed Gerrie Coetzee-Larry Holmes "megafight".

● Page 20, Metro section

### Poor image

A dynamic marketing exercise is what is needed to upgrade the poor image of the housewife, writes Sue Grant in her column today.

● Page 7, World section

## INDEX

★ WORLD: Weather, 2, Focus, 7, Readers' Views, 9, Leader Page, 10, Briefing, 12

## SA unionist holds talks

### with Scargill

Star Pretoria Correspondent

The general secretary of the South African National Union of Mineworkers met Mr Arthur Scargill of the National Union of Mineworkers in London earlier this year to discuss strike solidarity and South African coal exports to Britain.

Mr Cyril Ramaphosa said today he met Mr Scargill during an overseas visit in May.

The two union leaders discussed solidarity for South African mineworkers in the event of a strike.

Mr Ramaphosa refused to disclose the extent of the support Mr Scargill pledged.

However, he said the support promised was moral rather than monetary.

The question of South African coal exports to Britain and the effect this would have on the present five-month-long dispute with the British Coal Board was discussed.

"As nothing much has happened on this front, I would prefer not to comment," said Mr Ramaphosa.

He refused to specify which union leaders he visited in Europe.

He said the overseas visits were to give him a more extensive knowledge of trade union movements in other countries.

● The NUM is presently engaged in a dispute with the SA Chamber of Mines.



Swedish tennis ace Bjorn Borg and his 17-year-old nique Bjorling

## Bjorn Borg denies th teenage lover is preg

The Star's Foreign News Service

STOCKHOLM — Five-time Wimbledon champion says his schoolgirl lover, Jannike Bjorling, is not pregnant.

With the 17-year-old blonde at his side, Mr Borg successfully to turn the attention of the reporters opened golf club he was promoting near Stockholm.

All he would say was "It's none of your business. I've never said Jannike was pregnant. We've no a baby."

Mr Borg also refused to discuss his divorce from Mariana.

● Three years ago, as Mariana lay in hospital in Sweden recovering from serious surgery, he told reporters she isn't sick. She's not in hospital. She's not even in Sweden.

### Prospects bright

### Drugs 'n sex 'n rock'

ROM 29/8/84 (1430/24) (511/21)

# SA unionist tells of talks with Scargill

A BLACK South African mineworkers' leader met Mr Arthur Scargill of the National Union of Mineworkers in London earlier this year to discuss strike solidarity and South African coal exports to Britain.

Mr Cyril Ramaphosa, general secretary of the emerging National Union of Mineworkers (NUM), said yesterday he met Mr Scargill in London during an overseas visit in May this year.

The two union leaders discussed solidarity for South African mineworkers in the event of a strike. Mr Ramaphosa refused to disclose the extent of the support Mr Scargill pledged.

However, he said, the support promised was mor-

al rather than financial.

The question of South African coal exports to Britain and the effect this would have on the present five-month dispute with the British Coal Board was discussed.

"As nothing much has happened on this front, I would prefer not to comment," said Mr Ramaphosa.

Mr Ramaphosa also visited union leaders in Europe, but declined to specify the countries he visited.

The NUM is presently engaged in a dispute with the Chamber of Mines which could lead to the first legal strike on South African gold mines. Mr Ramaphosa said no decision on possible strike action had been taken yet — Sapa

MINES

No strike yet

(143) ~~143~~ ~~143~~

FM 31/8/84

Almost three weeks after the National Union of Mineworkers (NUM) qualified to launch a legal strike at several gold mines affiliated to the Chamber of Mines, there is no sign of industrial action in the mining industry. A spokesman for the chamber says nothing seems to be happening on the threatened mines.

There is also no action at Rand Mines' (non-chamber) Duvha colliery near Witbank where the union and the company are deadlocked at conciliation board hearings on their wage dispute.

NUM general secretary Cyril Ramaphosa tells the FM the union is still reporting back to members. It is unlikely that there will be any indication of the union's line of action until this has been done.

There are, however, signs that the dispute over coal mine wages and conditions between NUM and the chamber may be settled. The two sides met earlier this month and are due to continue negotiations on September 7.

~~143~~ ~~143~~ ~~143~~  
FM 31/8/84

Conciliation board discussions between NUM and Rand Mines over wages at the Rietspruit colliery also appear to be making some progress. The life of the board has been extended and the parties will meet again on September 10.

The FM understands that the union is considering an offer of improved fringe benefits.

The Minister of Manpower has not yet appointed conciliation boards to hear the disputes NUM has declared with the chamber for Rand Refinery, the Johannesburg depot of The Employment Bureau of Africa and Rand Mutual Hospital.



# Firm facing action over firings Docker hurt in 20m leap

By STEVEN FRIEDMAN  
Labour Correspondent

THE Pretoria ice cream company Dairy Maid faces possible industrial court action over the firing of about 240 strikers during a dispute in February

Mr Glenn Mokoena, organiser of the Food and Beverage Workers Union (FBWU) in Pretoria, said yesterday the union had declared a dispute with the company in an attempt to win reinstatement of the strikers

This, he said, had been referred to the industrial council for the dairy industry. If it failed to settle it the union would take industrial court action.

Mr Mokoena said union members fired during the Dairy Maid stoppage would meet at a Catholic cathedral in central Pretoria this morning to discuss

the dispute

Meanwhile, a former Dairy Maid supervisor whose alleged assaults on workers prompted the strike, appeared in the Kempton Park Magistrate's Court yesterday on assault charges. The case was adjourned until Tuesday.

Workers struck after alleging that the supervisor, Mr Kallie Zastrow, carried a sjambok on company premises and repeatedly assaulted workers.

They charged that despite repeated complaints by workers the company had not intervened to prevent him assaulting workers.

Mr Mokoena said yesterday Mr Zastrow appeared to have left Dairy Maid since the strike.

"We do not know, however, whether he was dismissed or whether he re-

signed. We have asked the company but they have not been forthcoming on this."

He said the union originally asked the Minister of Manpower to appoint a conciliation board to settle the dispute. Unions must ask for the appointment of a board before taking industrial court action, if there is no industrial council in their industry.

In June, however, the scope of the industrial council for the dairy industry had been extended to cover Dairy Maid and the dispute had therefore been referred to the council.

Mr Mokoena said the council was due to meet yesterday to discuss the dispute, but it could not be established whether the meeting was held as scheduled.

Comment could not be obtained from the company yesterday.

## Docker hurt in 20m leap

**Mall Correspondent**  
CAPE TOWN — A docks railway worker, Mr Manue Kwaaman, is in a serious condition at the Somerset West Hospital after jumping 20 metres from the top of the uncompleted Western Boulevard fly-over while fleeing from angry Japanese sailors on Wednesday night.

The sailors had apparently attacked him earlier and were chasing him when he jumped, sustaining serious neck and internal injuries.

An eye-witness said the horrific fall was a sequel to tension earlier in the day between the sailors and dock workers which had led to an argument in a nearby docks cafe.

On Wednesday night a police spokesman, Captain Gerhard van Rooyen, said the police had not been able to ascertain what had happened.

Five Japanese sailors passing in a taxi while the injured man was being attended to were immediately stopped by the police. They were taken to Cape Town police station for questioning.

# State scotched negotiations

~~213~~ ~~101~~ ~~116~~  
143  
Star 3/18/82  
Last January, recognition negotiations between the National Union of Mineworkers (NUM) and Union Carbide covering the Ucar Minerals Mine in Bophuthatswana were at an advanced stage, writes Carolyn Dempster

What should have been a relatively simple recognition procedure was, however, replaced by uncertainty and industrial unrest

This was because of the Bophuthatswana Government's hostility towards the NUM and other South African-based unions

About 450 NUM members at the mine went on strike on January 23 and 24 over recognition

At the time, Union Carbide industrial relations manager Mr Cedric Robertson said the company was fully prepared to recognise and deal with the NUM

But this was contrary to the policy of the Bophuthatswana authorities, who informed the NUM that it had "no standing nor would have any standing in the future in the homeland"

The company's efforts to secure a compromise between the union and

the authorities failed

When Bophuthatswana passed its Industrial Conciliation Act, the door to negotiations between companies in the territory and the NUM was firmly shut.

Mr Robertson said much confusion had arisen from the uncertainty

"The situation is clear now and labour relations at the mine are good

"There is no doubt that we have to comply with the Bophuthatswana legislation

"I don't think the NUM is very happy, but there is not much we can do about it"

By Carolyn Dempster,  
Labour Reporter

A new national printers' union has been formed with the aim of uniting all trade unions operating in the industry.

The National Union of Printers and Allied Workers (Nupawo) was launched this week at a meeting at the Ipelegeng Community Centre in Soweto

The union's new president, Mr Alfred Misolong, said some of the objectives of Nupawo were to foster and promote a working class leadership and to work towards trade union unity

The meeting decided to conduct continuous negotiations with other unions to bring this about

Other members of the executive are Mr Albert Mhlungu, vice-president,

# New printers' union will strive for labour unity

Mr Martin Mphoreng, general secretary and Mr Ben Mthombeni, treasurer

The union intends holding its second congress shortly to launch a Transvaal branch

The SA Chemical Workers' Union has applied to the Minister of Manpower for the appointment of a conciliation board, in a bid to win the reinstatement of 440 workers dismissed early this year at Triomf's Potchefstroom fertiliser

plant. Izwilethu, the newsletter of the Council of Unions of South Africa

said the decision to apply for a board had been taken after the case against 19 Triomf workers charged under the In-

tervention Act had been thrown out of court in June

The State failed to produce sufficient evidence to support the charges

The workers were arrested following a stoppage at the plant on April 12

They downed tools in support of colleagues who had refused to undergo breathalyser tests

If a conciliation board fails to resolve the dispute, the union has indicated it will take the matter to the Industrial Court.

A call by the Trade Union Council of SA (Tucsa) for stiffer penalties for employers who withhold industrial council contributions is being considered by the Department of Justice

The matter was referred to the department by the Industrial Registrar, who told Tucsa that legal provision for more stringent penalties would not necessarily lead the courts to take a tougher line

Star 17/1

3/1/8/24

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17/1

# NUM denies strike rumour

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5/9/84 Star  
Pretoria Correspondent

Sources close to the National Union of Mineworkers (NUM) say the union is preparing for the first legal strike by black gold miners in Welkom on September 17

The industrial action is expected to involve gold mines belonging to the Anglo American Corporation

But both NUM and Anglo today denied knowledge of a pending strike

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg, said he was aware a strike was being contemplated

Mr Cyril Ramaphosa, general secretary of NUM, said that details of the planned strike were "news" to him. The NUM was still reporting back to its members and no decision had yet been taken on what action would follow.

Any strategy during possible strike action would have to be agreed by the national executive committee which would meet towards the end of next week

No strike <sup>143</sup>  
ballot yet, ~~941~~  
say miners ~~273~~

Sept 19 84

By Sol Makgabutlane

The National Union of Mine-workers (NUM) has refuted reports that the union would conduct a strike ballot among its members today and tomorrow with a view to the country's first legal strike by black mine-workers

The NUM's assistant general secretary, Mr Mokheseng Maloka, said the union was still holding report-back meetings with its 90 000 members on South African mines and had not decided on a course of action

"We are still briefing our members on wage talks we held with the Chamber of Mines. Those who have been briefed are holding discussions among themselves and will tell us what they think should be done

"The union is democratic and the leadership does not impose its opinions on followers"

As an unregistered union in terms of the Labour Relations Act, the NUM is not obliged to hold a ballot prior to going on strike

An announcement by the union would be made sometime next week, said Mr Maloka

He dismissed yesterday's reports that a strike by NUM members on Welkom mines was scheduled for September 17. There were no such plans, he said

Wage negotiations between the NUM and the Chamber of Mines deadlocked when the union's demand for a 25 percent across-the-board pay increase was rejected

On July 1, the Chamber of Mines unilaterally implemented wage increases of between 13 and 14 percent

RAM 7/9/84

# Black miners will strike in 10 days — NUM

143

By PHILLIP VAN NIEKERK

SOUTH AFRICA'S first-ever legal strike by black mineworkers — which could involve up to 90 000 workers at eight gold mines — is set to begin in 10 days, the National Union of Mineworkers (NUM) announced yesterday. The decision follows months of negotiations over the annual pay increase for black mineworkers between the Chamber of Mines and the NUM.

Mr Cyril Ramaphosa, general secretary of the NUM, announced yesterday that NUM members at the eight mines where the union is recognised had decided to take strike action from September 17.

Their members were still prepared to consider a reasonable offer from the chamber, but if this was not forthcoming before the 17th, strike action was "inevitable".

He said a strike ballot would now be held to determine the extent of support for the action among the 90 000 workers on all eight mines.

"It is expected that all the results will be known by September 14.

In a statement last night, Mr Johann Liebenberg, industrial relations adviser to the chamber, said "I've noted the Press statement issued by the NUM today advising that members of the union employed on eight gold mines have decided to strike on September 17.

"This is a curious statement in the light of the information given elsewhere in the Press statement that a strike ballot has not yet been held and that the result of the ballot, which is still to be held, will only be known on September 14.

"The statement is even more curious if it is borne in mind that only yesterday Mr Ramaphosa was quoted in the media as having stated that details of the planned strike were 'news' to him.

"Yesterday, he was reported to have stated that the NUM was still in the process of reporting back to members and that no decision had yet been taken on what action the NUM would take."

But Mr Ramaphosa said: "The ballot itself is a mere formality which as an unregistered union we don't have to comply with. It is being conducted to indicate to the mine bosses that a large majority of workers intend to take strike action unless their reasonable demands are met."

A strike would come as a major trial of strength between the chamber and the NUM, which has only existed for two years.

In the three weeks since the official Conciliation Board talks between the NUM and the chamber deadlocked, the union has been reporting back to its members and debating what action to take. The NUM and the chamber went into dispute in June.

# Mines play it cool on strike

By Angus Macmillan

MINING houses are taking the threatened strike by National Union of Mineworkers members from September 17 in their stride, and relying on individual mine managers to resolve the differences.

Both Anglo American and Gold Fields, the two gold producers who will be hit if the strike comes off, seem confident they can avoid production losses.

To safeguard against strikes, mine managers may concentrate on building up ore stockpiles to supply process plants while the miners are on strike. This would keep production going after September 17.

## Mandate

The NUM says it has a unanimous mandate from its workers to strike at Anglo's President Brand, Western Holdings, Vaal Reefs and Elandsrand. It plans action at Gold Fields Kloof mine.

Johannesburg Stock Exchange analysts say foreign trading in gold shares fell off this week, American particularly.

One analyst said "SA has improved from foreign investors' risk point of view and our image is better. But they would rather be out of the market when labour problems arise."

It is 10 weeks since Cyril Ramaphosa's union threat-

ened to strike within six weeks unless its 25% wage increase demand from the Chamber of Mines was met. The chamber has not raised its 14% offer.

Having sat through several hours of conciliation laid on by the Department of Manpower and taken some time to announce its members' decision, the NUM is now under pressure from members.

Anglo American, which will be hardest hit by a strike, declines to comment on the effects.

## Coal

Mr Ramaphosa, shaping up as South Africa's Arthur Scargill, claims 90 000 membership for the NUM. Employers and the chamber doubt that his support is so large.

The union says it is still open for negotiation. It has rejected the chamber's offers of service increments, a death benefit scheme and reduced working hours.

In the early 1970s, white miners were being paid 19 times as much as their black counterparts. Last year the ratio had dropped to 6:1, but the NUM claims that poverty wages are still being paid.

On Friday, the Chamber and the NUM reconvened their conciliation board meeting over the collieries' dispute.

The union is also at loggerheads with Rand Mines over wages at its Duvha and Riet-spruit coal mines in the Eastern Transvaal. No strike action has been announced in that dispute.

... to share in parts of the township.

# ice spreads

morning a number at the ... last the expul- ... and ... at Dr C of Educa-

tion, which was closed a month ago following a boycott of classes, decided to go back to classes yesterday. They decided to go back on condition no student was victimised.

● Students at Fort Hare University are engaged in a mass stayaway from lectures and are boycotting meals. Student leaders have indicat-

ed the stayaway and boycott was called in solidarity with the victims of unrest in the Vaal Triangle and tomorrow's anniversary of the death of black consciousness leader Steve Biko.

● Students at the University of Zululand at Ngoye did not attend lectures yesterday, apparently in protest against the refusal by the university to reinstate 11 expelled students.

● Mass funeral services are being planned for Saturday for the victims of riots.

# inees in new appeal

... KKER

... in Diep- stay in jail ... year — ... yesterday's ... turned ... for their ... Nestadt detained on ... and ... were be- reasons paragraph ... deten- ... which were the Minis- Order, Mr on Sunday, ... reads "No can, in my without interest of law for leave to ... later this after judg- calling for was lodged Court at the Maritzburg

judge, Mr Justice B Law, freed seven Natal men after ruling that their detention notices were invalid.

Mr Justice Law ordered the release of the seven Maritzburg detainees because the notices served on them by the Minister of Law and Order failed to include his reasons for detaining them and were therefore ruled invalid.

Mr Justice Nestadt said it was "regrettable" that he did not have a copy of Mr Justice Law's judgment to help him.

In their appeal for release the applicants argued that the Minister had not complied with the relevant sections of the Internal Security Act because he had not supplied any information concerning his reasons for detaining them.

Counsel for the applicants, Mr I Mohamed, said it was important to know the reasons for detention so that representations could be made to the Board of Review which had the power to recommend a detainee's release.

JEANETTE MINNIE reports that an attorney repre-

senting the eight detainees, Mrs Priscilla Jana, said last night that the application for leave to appeal could not be argued yesterday since a written copy of Mr Justice Law's earlier judgement was not available.

She said the decision to appeal to the Appellate Division was made because the two separate judgements by Mr Justice Law and by Mr Justice Nestadt were in conflict.

The Director of the Centre for Applied Legal Studies at the University of the Witwatersrand, Professor John Dugard, yesterday said "It can be described as *pro-executive* in that it makes little attempt to interpret the Internal Security Act in a way that will advance freedom of political expression and individual liberty."

"Judge Nestadt's decision should be compared and contrasted with Judge Law's in Natal, in which a judge did interpret the earlier order of detention liberally."

Prof Dugard said the Minister's action was very drastic as even after release from this section, former detainees could not be quoted.

# Union members queue up for ballot

By PHILLIP VAN NIEKERK

BLACK mineworkers have begun voting in the poll called by the National Union of Mineworkers (NUM) to show support for their legal strike due to begin at eight mines next Monday.

Mr Cyril Ramaphosa, the general secretary of the NUM, said workers had been queuing since last Friday to vote for the strike, which follows the deadlock in pay talks between the union and the Chamber of Mines.

If it goes ahead, it will be the country's first-ever legal strike by black mineworkers.

A spokesman for Anglo American, which manages seven of the eight mines involved, said balloting had begun at Western Holding's Saaiplaas division, at Western Holding's number six shaft and at Vaal Reefs East.

He said there was some confusion whether the ballot was still being held yesterday.

The Rand Daily Mail was refused access by Anglo to the mines to photograph and interview voting workers and assess the situation at first hand.

Meanwhile, the official conciliation board talks between the NUM and Rietspruit, a Rand Mines-managed colliery which is not part of the chamber, reached deadlock yesterday.

This means the union is now entitled to take legal strike action at two Rand Mines collieries, having reached deadlock with Duvha several weeks ago.

A spokesman for Rietspruit said the company had not improved their basic offer yesterday, but had improved their offer on fringe benefits.

# gie's hatchet man ruled in UK Press

ATTERSBY Bureau

British Coal MacGregor, Thatcher's her six-month-miners' boss has become ridicule in the

bizarre antic hid behind a bag and the handles at the vital talks with the Union of

of the 72-year- can peering in a plastic bag is from re-carried on the five British na-day

photographs looked more al fire-fighter board chief and photographs he he was vom- bag



British Coal Board chairman Ian MacGregor hides his face with a plastic bag to avoid the Press.

Picture: UPI

In the past few days Coal Board officials have privately expressed increasing con-

over each other's mental health. The spectacle has largely

GOLD CHAINS COST LESS at

**DIJ**

Jewels

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~~21~~ ~~213~~ (143)  
**SA gold miners  
get offer of help**

By PHILLIP VAN NIEKERK

THE Miner's International Federation (MIF), representing about a million mine workers in 34 countries, is closely monitoring the situation in South Africa where the National Union of Mineworkers (NUM) has called a strike on eight gold mines.

Strike action has been called by the NUM for Monday following the breakdown in pay talks between the NUM and the Chamber of Mines.

According to the NUM the strike ballot, which is being held at the affected mines, continued yesterday.

Mr Peter Tait, caretaker secretary of the MIF, said they would be writing this week to Mr Cyril Ramaphosa, general secretary of the NUM, to find out what help the NUM would need in the event of a strike.

He said the support the MIF would give to striking South African mine workers would depend on Mr Ramaphosa's reply.

"The extent of interest in

the strike varies from country to country," Mr Tait said.

"Unfortunately in Europe at the moment the main focus of interest is the National Union of Mineworkers' strike in Britain."

"In Africa there is a lot of interest, particularly in Ghana."

"Either way, we will be contacting all our 36 affiliates to let them know what is happening in South Africa."

The NUM, meanwhile, is to meet the Chamber of Mines before the end of the week for a decision, one way or the other, in their dispute over pay for black coal miners.

Mr Tait said that if coal miners came out as well, then the MIF could contact European dock workers and seamen's unions to "black" South African coal.

"In the past we have asked dockers and seamen not to handle "black" coal, but we know this would be very difficult because, once the coal gets to Rotterdam, it is very difficult to tell which of it is South African."

# Hopes of conciliation fade away

Labour Reporter

With only four days to go before the first legal strike by 70 000 black miners, hopes of conciliation between the National Union of Mineworkers and the Chamber of Mines is diminishing fast.

When it was announced last week that the strike would begin on eight mines on September 17, Mr Cyril Ramaphosa, general secretary of the NUM, said there was still time for the chamber to negotiate a settlement.

But, according to sources close to the chamber, a meeting of its executive on Monday night resolved not to budge.

The NUM has been holding a ballot on the eight gold mines, where the union has agreements with the chamber. Seven of them are owned by

# 70 000 are geared for mines strike

12/9/84

Anglo American Corporation

In response to media requests for access to the mines, Mr V de Chalam, public relations spokesman for Anglo, said the Press would be barred from the mines until September 17.

After that date access would depend on the situation at each mine.

The Miners International Federation, which represents more than a

million miners in 34 countries, has extended its support to the NUM and is monitoring the situation in South Africa closely, said Mr M Molo-ka, the NUM's assistant general secretary.

He said the union had also received messages of support from the British National Union of Mineworkers, headed by Mr Arthur Scargill, and from the Liberty Young Socialists.

NUM ready for power test

# Strike could be 'Armageddon' for miners

143  
211  
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Star  
13/9/84

The first legal strike by an estimated 70 000 black gold mineworkers, expected to begin on September 17, is destined to be far more than a test of the strength of the National Union of Mineworkers or the will of the mining houses

It could, in the words of University of the Witwatersrand economist Professor Roger Gidlow, develop into the miners' "Armageddon".

Two crucial questions which will determine the nature, impact and extent of the strike are: will it spread to other mines and non-unionised black mineworkers, and what action will mine managements take against the strikers?

By Carolyn Dempster, Labour Reporter

The 41 000 workers, which the NUM claims it represents on eight Chamber of Mines gold mines involved in the dispute, make up just over half the black workforce on these mines

of the Chamber and head of gold operations for Goldfields South Africa, has implied that the dismissal and bussing home option is the course management would follow in the face of a refusal to return to work

others to bring the total number of strikers to 70 000

Compared with South Africa's total black mine labour force of 475 000, the anticipated number of strikers — with another 29 000 possibly joining the action — would be about 15 percent

The underlying confidence in the mining industry has also been based on the presumption that the Chamber would negotiate its way clear of any serious industrial action

A climate of uncertainty and tension has been created countrywide, with police action in the wake of the elections, the violent riots and unrest in Vaal Triangle townships; the clamp-down by the Minister of Law and Order, Mr Louis le Grange, on anti-Government meetings; and outbursts of stoning and burning in Soweto

## UNEMPLOYMENT

On the basis of these estimates, and considering the organising strategy of the NUM, which has tended to concentrate on surface workers, there is a feeling in the industry that a strike at this stage will not involve most underground workers, and therefore not seriously affect production

But negotiations reached an impasse with the failure of the conciliation board to bring the two parties together at its second meeting on August 13

Although relatively isolated, black mineworkers have indicated that they too are prepared to lose their jobs and face the consequences of confrontation if it means they will ultimately achieve their ends

## GOLD PRICE

With the gold price at a depressed level, the miners have chosen an "extremely bad time to strike", said a gold mining analyst

Since then, the climate between the Chamber and the NUM has, if anything, worsened

Now, with only three days to go, and time for conciliation running out fast, there are numerous other variables to be considered

If the strike spreads, it could disrupt production seriously, cost the mining companies R20-million a month, and rock the foundations of the South African economy.

## PAY INCREASES

Black mineworkers who are NUM members have waited a long time for their demands to be met. They started with a demand for a 60 percent pay increase. This was reduced to 25 percent only recently

How mine managements, in particular Anglo American Corporation, which controls seven of the eight mines in the dispute, will respond is another unknown

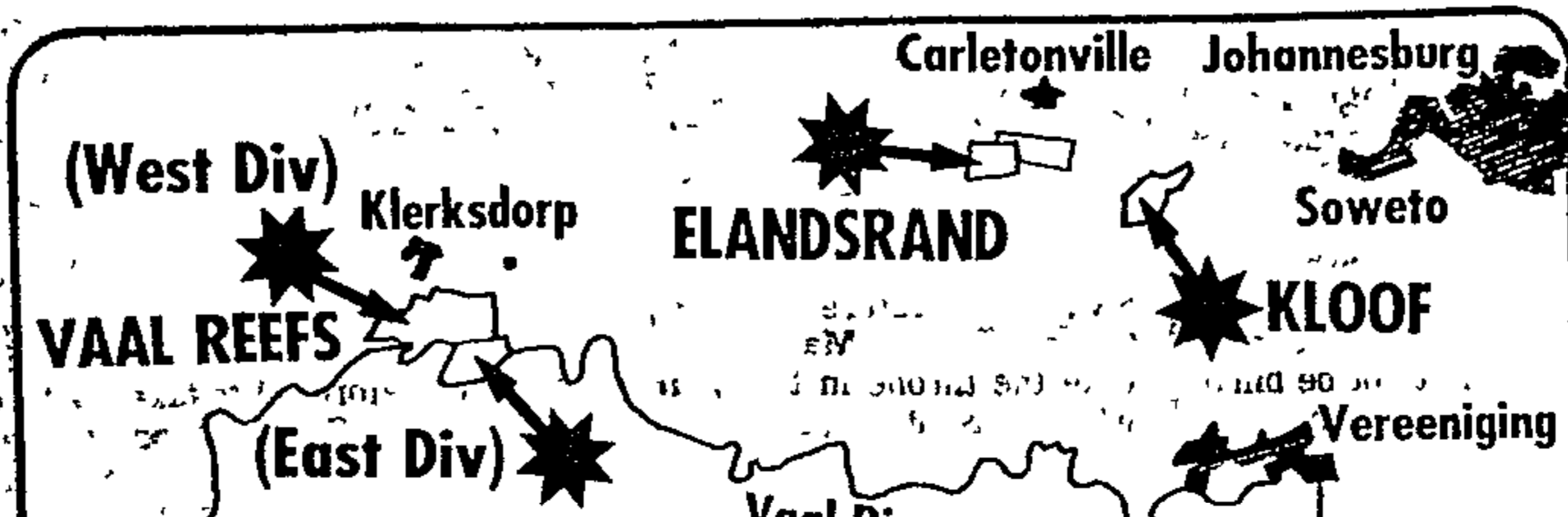
Also, strikers — whether the strike is legal or not — would face being fired and bussed home to rural areas overpopulated with unemployed miners

The Chamber's recruiting arm, Teba, estimated at the beginning of the year that there were at least 30 000 unemployed miners that it would be able to recruit fairly speedily

Mr Cyril Ramaphosa, general secretary of the NUM, is confident that members will vote in favour of a strike and that support will extend to

Whether the new era of industrial relations will change attitudes remains to be seen

Mr Colin Fenton, chairman



# NUM strike ballot 'not genuine test'

By Carolyn Dempster,  
Labour Reporter

The ballot being conducted by the National Union of Mineworkers (NUM) to determine support for a legal strike on eight gold mines would "not prove to be a genuine test" because of irregularities, the Chamber of Mines said last night

The chamber claimed that no secret ballot had been conducted, at any mine, there was a

143  
211  
273

total absence of control over who had participated in the ballot and how many had cast their votes, and it was irregular that there would be no independent supervision of the vote counting

The NUM is not required by law to carry out the strike ballot because it is an unregistered union

But the chamber said that a "properly conducted ballot" could have given credence to the union's claims of being democratic

Star 13/9/84

If a large majority voted for the strike, the union could possibly have used the results to "put additional pressure on the employers"

Mr Cyril Ramaphosa, NUM general secretary, said last night that it was surprising that the chamber should make such a big issue of what it regarded as irregularities in the ballot

There had been one isolated incident which would not influence the outcome of the ballot in

any way Union officials corrected the matter as soon as they became aware of it

"It should be stated that mine management has fought to obstruct the ballot. Our union requested a reasonable period to conduct the ballot, but management refused it

"We are entirely satisfied that the results of the ballot will reflect the attitude of our members"

● See Page 7, World section.

Argus

CITY/NATIONAL

14/9/86

~~14/9/86~~ (143)

# Black miners support strike

Argus Correspondent

JOHANNESBURG — Black mineworkers have shown strong support for the first legal strike on South African gold mines in the country's history

The results of a ballot conducted by the National Union of Mineworkers (NUM) on eight Chamber of Mines gold mines in the Transvaal and Free State began to filter through last night and today after nearly a week of voting.

If the mineworkers follow their votes and refuse to go underground on Monday — the date set for the start of the strike — as many as 40 000 will take part

## Anglo-owned

Mines affected will be the Anglo American-owned President Brand, Western Holdings, Syplaas Holdings and Welkom divisions, Vaal Reefs East and West Division and Elandsrand. Kloof Mine, owned by Gold Fields, is the only one of the eight mines not owned by

Anglo which will also be hit

If the strike spreads to other mines not covered by agreements the number of strikers could rise to 70 000

As an unregistered union the NUM was not bound to hold a ballot, but carried out the poll to determine support for strike action.

In a sudden move the union has settled the coal mines dispute on the eve of the second conciliation board meeting with the Chamber of Mines today

Mr Cyril Ramaphosa, general secretary of the union, said today that NUM members on the five collieries covered by the dispute had agreed to accept the last offer made by the chamber at the first conciliation board meeting

He said that although the wage offer had not been increased substantially, the reduction in hours proposed by the chamber as part of the revised offer would be beneficial

to every worker on the collieries

The same kind of reduction for gold mine workers would have affected only a few members, he said.

NUM told the chamber yesterday it was prepared to accept the offer for the collieries

## 'A threat to labour relations'

# Anger at union man's conviction

THE SOUTH African Council of International Metalworkers' Federation has said that it was "deeply perturbed" by the conviction of trade unionist, Mr Leonard "Shakes" Sikhakhane, for contravening the Internal Security Act.

Mr Sikhakhane, the general secretary of the Food and Beverage Workers' Union, was this week sentenced to two months' imprisonment and fined R300 for convening and holding an illegal gathering in contravention of the Act.

Twenty-three others, members of the union and employees of Chubby Chicks Company in Potchefstroom, who appeared with him, were sentenced to one month's imprisonment and fined R100 each.

The sentence on the trade unionists has sent ripples of reaction through trade unions and other concerned organisations who say while they realise that the case will be taken on appeal and it is not therefore possible to

comment on its particular circumstances, they find it "highly unreasonable and a direct threat to sound labour relations."

### Disperse

"It frequently happens that a trade union official must address a gathering of workers in a public place — as often as not to convince them to return to work or to disperse.

"Trade union officials called in under these circumstances must also ascertain the facts involved in a work stoppage so that they can discuss the matter with an employer.

"The function of a trade unionist is in the first place to restore and maintain order under circumstances which, in the past have led to violence. If security legis-

lation prevents such an official from carrying out his or her bona-fide duties, it is surely self-defeating. Instead of securing the safety of the state, it actively creates circumstances which promote violence.

### Threat

"We must appeal to the authorities to urgently review their policy in this regard as far as trade unions are concerned. It would appear that the Internal Security Act is blind to situations which arise in the course of normal labour relations and which do not constitute a threat to security if correctly handled."

The federation also said it appears that the legislation constitutes a threat to orderly labour relations and to public peace.

## MINE LABOUR



# Strike on Monday?

A legal mine strike, at least on the eight gold mines where the black National Union of Mineworkers (NUM) is recognised, seems certain to start on Monday

The result of strike ballots which NUM is conducting will be known by the end of the week, but it seems a foregone conclusion that the vote will be in favour of striking. In holding the ballots, which as an unregistered union it is not required to do, NUM seems to be underscoring the depth of its support - although the Chamber of Mines says they will not be a genuine test of strength because of irregularities in the way they are being conducted.

Seven of the threatened mines belong to the Anglo American Corporation Vaal Reefs (East and West), all three divisions of Western Holdings (Saaiplaas, Welkom and Western Holdings), Elandsrand and President Brand.

Gold Fields' Kloof mine is the eighth. But a ballot is not being conducted there be-

cause the union objected to a company stipulation that it should be completed within 24 hours.

Says NUM general secretary Cyril Ramaphosa "Even though we do not have to hold a ballot, we are doing so in order to determine the amount of support we have among the 90 000 workers employed on the eight mines.

"We also want to show the bosses that they will be labouring under a dangerous illusion if they believe the strike will not have the support to bring those mines to a standstill."

The momentum for the strike has been building ever since NUM and the Chamber of Mines first deadlocked in wage and working conditions negotiations on June 18. Although there were some signs of progress when the two parties met at a conciliation board on August 7, a subsequent board meeting on August 13 deadlocked - opening the way for a legal strike.

Even though legal strikes give workers immunity against prosecution for striking, employers still have a common-law right to dismiss them for breaching their employment contracts. The union has, nonetheless, insisted on following all the procedures to a legal strike.

This strategy appears to have been motivated largely by a desire to avert the immediate dismissal of strikers. The FM

understands that even non-NUM members who join the strike will have the status of "legal" strikers. These are factors which both Anglo and Gold Fields will have to take into account.

Another factor which both NUM and the employers no doubt bear in mind is the Industrial Court's finding in a recent case involving the chamber and the Council of Mining Unions in which the question of the dismissal of legally striking workers was contested. Although the court upheld the chamber's right to fire in that case, it also stated that there could be situations in which such dismissals would constitute an unfair labour practice.

### Two critical factors

Anglo and Gold Fields will have to weigh up two critical factors: the length of NUM's strike and the very real threat of violence. If there is violence, there is little doubt that they will exercise the dismissal options.

Although they will have no trouble replacing the workers from the large pool of unemployed, they will be faced with the problem of getting the strikers out of mine hostels and back to the homelands.

In the event of the employers deciding to evict strikers, they are likely to apply to the Supreme Court for eviction orders.

A gold mine strike at this time would be politically awkward because of involuntary linkage with general unrest in Vaal Triangle townships. The NUM is making strenuous efforts to ensure that the strike, if it occurs, will be peaceful - but given the volatile nature of the mine hostels and the high level of endemic violence in the country, anything could happen.

It is clear that lost production, although costly, could pale into insignificance if the strike gets out of hand. Internationally, both political and investor attention will be galvanised.



NUM's Ramaphosa ... determining his support

43 000  
MON 15/9/84  
miners  
vote to  
strike

By PHILLIP VAN NIEKERK

MORE than 43 000 black miners on six gold mines have voted to support the National Union of Mineworkers' strike starting on Monday, according to strike ballot results announced by the union last night.

With one result outstanding, a total of 43 244 workers, more than 80%, voted "yes", a spokesman said.

The results were made public within hours of an announcement that the union and the Chamber of Mines had settled on wages for black coal miners, ending their three-month dispute.

The NUM has agreed to a chamber offer reducing the fortnightly working time from 96 to 94 hours, effectively increasing pay for overtime.

A chamber statement said yesterday the revised offer — affecting the union's members on five collieries — would come into effect from October 1.

The spokesman for the union, who announced the results, said they had sent a letter to the chamber calling for a last-minute offer to head off the strike.

Failing that, the Sunday night shift would refuse to go underground, he said.

The seven mines affected are all run by Anglo American, while an eighth mine — Kloof, which is run by Gold Fields — is also due to go on strike, though no ballot has been held there.

An Anglo spokesman refused to comment on the ballot last night, saying it was a union matter.

According to the union, a total of 6 231 voted "yes" at Western Holdings, Saaiplaas division, 8 106 at the Holdings division, 6 691 at the Welkom division, 9 187 at President Brand, 5 157 at Elandsrand and 7 872 at Vaal Reefs' East division.

The only result outstanding last night was Vaal Reefs' West division.



# Test of strength as NUM faces might of SA mines

by  
Carolyn Dempster

For a trade union which is barely three years old to challenge the might of the mining industry takes some doing

It also requires the efforts, energy and dedication of a leader

In no uncertain terms, Mr Cyril Ramaphosa, general secretary and key figure of the National Union of Mineworkers (NUM), has achieved a mean feat

Over the space of two years the union leader has been instrumental in welding together a union out of one of the most difficult labour forces in the world to organise — South Africa's black contract mine labour

## CHALLENGE

With the aid of a legion of organisers, often not situated on the mines, the NUM has grown from strength to strength and now claims a membership of some 90 000 mine workers on gold mines and collieries scattered throughout the country

Launched at the Council of Unions of South Africa congress in July 1982, the union came into existence some five months later to meet the challenges of a new era of industrial relations in the mining industry.

## The eight gold mines affected by the strike

The breakdown of the black labour force on the eight Chamber gold mines which will be affected by the strike are:

President Brand - 15 000

Western Holdings: Holdings Div - 11 500

Saaiplaas Div - 8 700

Welkom Div - 10 000

Elandsrand - 6 500

Kloof - 5 000, Vaal Reefs East Div - 12 300

West Div - 11 000.

This brings the total figure to 80 000.

The Chamber of Mines threw open the doors to black mining unions in September 1982, but to date the NUM is the only union to have shown such rapid advancement

Its agreements cover eight gold mines, seven collieries and another four service organisations attached to the chamber, including the Rand Refinery

As the man behind the organising strategy, Mr Ramaphosa has shown remarkable shrewdness and tactical expertise. The NUM initially concentrated its efforts on leaders within the black mining community, surface work-

ers, clerks and team leaders

As a result the union now has the support of these key people as well as a groundswell of support from the underground mining force

This is only the second year the Chamber has negotiated black miner's wages with a representative union and the strike will be the first real test of the strength and solidarity of the NUM. But Mr Ramaphosa is confident of the resolve of his members

"This is what they want," he said on the eve of an action which could make or break the union

# LP Party may have break

ulated this was, in fact, a smouldering LP Party of grievances, election of the P congress in the year this year not the elec- not dissipat- were listed was certain candi- ng Mr Hen- , were foisted e the elections

against the wishes of branches and regions

The three indirectly elected members of the House of Representatives all came from the Eastern Cape, while two were of the Congregational Church, the letter said

The sharpest criticism levelled at Mr Hendrickse comes towards the end of the circular in which it was claimed that the LP leader had not consulted anyone but his cronies over who should be given ministerial positions

Among the names mentioned

in this regard were the party chairman, the Rev Andrew Julius and a former member of the President's Council, Mr Chris April

Mr David Curry was said to have been approached last Tuesday by Mr Hendrickse to be the Minister of Education

"On September 12 a telephone conversation between Mr Hendrickse and Mr Chris Heunis (Minister of Constitutional Development) was overheard. Two nominations for Minister's Council positions had still to be made. Mr Hendrickse recommended Mr Chris April and Mr Desmond Lockey — what a shame (skande) "

Mr Hendrickse could not be reached for comment

# Black miners in favour of strike

by  
Carolyn Dempster  
Labour Reporter

In what appeared as a last minute bid to reach settlement and avert the country's first legal gold mine strike by black miners, the National Union of Mineworkers last night called for a meeting with the Chamber of Mines

The Chamber's industrial relations adviser, Mr Johann Liebenberg, confirmed that a letter containing the results of the week-long ballot and a request from the NUM for a meeting had been received

With only two days to go before the strike is due to start, it is not known if settlement can be reached

## OVERWHELMING

The ballot has revealed overwhelming support among black mineworkers for strike action

Altogether 43 064 black mineworkers on six of the eight Chamber gold mines in the dispute are in favour of striking. On Western Holdings Saaiplaas Division, 6 111 out of the total black workforce of 8 700 voted in favour of the strike. At the Holdings Division, 8 063 out of 11 500 voted yes and at the Welkom Division, 6 674 out of 10 000

On Vaal Reefs East Division, 7 872 out of the total black mine force of 12 300 voted in favour of action and at President Brand 9 187 out of 15 000 voted yes. The results from Vaal Reefs West Division had still not been received last night. At Elandsrand, 5 157 mineworkers out of a total of 7 500 are in favour of striking

The voting poll on the six mines was 43 271. Of those who voted, only 207 voted against taking industrial action

● The dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) over pay and service conditions of black workers on coal mines has been resolved

## REVISED

The Chamber announced yesterday that the NUM's members employed on the five coal mines had agreed to accept a revised offer made by the Chamber at a meeting on August 16

# Toughest we've met, say Roof of Africa veterans

by  
Mike Cohen

Several seasoned Roof of Africa rally campaigners yesterday described the third racing section as the toughest they had encountered

By nightfall some of the competitors on both two and four wheels were still in the mountains, battling against icy weather and atrocious conditions

Still leading after yesterday's three racing stages in the Lesotho mountains is Randburg's Arthur Marcus in his single-seater Duckhams GRE. He has a lead of almost 30 minutes over Jack Spencer, last year's overall winner

Several competitors told of their ordeal in the mountains — particularly the last 50 km over rough terrain

Klaus Degener, in a Scorpion, was guided through a river by one of the marshals

"The next thing I was stuck and sitting in icy water up to my waist

"My wet clothes froze but we managed to get the vehicle out," a shivering Degener said after completing the section

One very unhappy competitor was Bodo Bertholdt, who completed the section with navigator P Coetzer in a Sandmaster

"You call this fun," he said of the rock-strewn last 50 km

"The way I feel they can keep this event. It was ridiculous," he said

By late last night 27 vehicles and 108 motorcyles had completed the day's racing

Leading the bike section is Charlie Tissen on a Husqvarna, with Gary Lindsay and Kevin Heath, both riding Yamahas, second and third respectively

A number of motorcyclists were injured — none seriously — after taking a few tumbles

At the end of the day the badly marked route, the rocks and rough terrain had taken their toll

The race ends today in Maseru with the first car due home at 2 pm

the first day's

Two men die

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Labour Reporter

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The Chamber's statement read "The revised offer includes a reduction in basic working hours as well as an improvement to the service increment scheme introduced on July 1" It was agreed at the meeting that the union would consult its members on the Chamber's offer, which came after the union had revised its demands.

The collieries concerned are Arnot and Coalbrook collieries and the Douglas, Van Dyk's Drift and Wolvekrans sections of Douglas Colliery — Sapa

● See page 6.

## Toughest we've met, say Roof of Africa veterans

by  
Mike Cohen

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The race ends today in Maseru with the first car due home at 2 pm.

## Students in Cape

closed to under- member said after that the body was close the university been hit by lecture months — but felt be impossible to year's work.

programme at of the North near has gone into recess 24, after a pro- cott of lectures by during the past 10

days. Various reasons have been given for the boycott — initially students said they were objecting to "the chaotic state of education in the country", and later they insisted on the resignation of three lecturers.

Last month they boycotted classes to show their disapproval of the Indian and coloured elections — Own Correspondent, Northern Transvaal Bureau.

## Two men die in Natal crash

Own Correspondent

DURBAN — Two Rand men died on the Elandslaagte-Wasbank Road on Thursday in a two-vehicle smash in which a Dundee woman was injured.

Those killed were Mr F Wepener (35), of Benoni, and Mr E van Eck (36), of Johannesburg.

Mrs E Adalis sustained a broken arm and other injuries. She is in a satisfactory condition in Dundee Hospital.

16/9/84  
**Miners  
lack  
strike  
fund**

By Angus Macmillan

THE first legal strike by black miners starting tomorrow could be curtailed as their union has no strike fund

Financial support has been offered to the National Union of Mineworkers by British-based Miners International Federation, but NUM leader Cyril Ramaphosa will not disclose the terms

NUM dues are R1 a month, but many of the union's 90 000 faithful are supporters and not paid-up members

Eight gold mines, five in the Free State and three in the Transvaal, will be hit by strike action after the collapse of three months of talks between the NUM and the Chamber of Mines

### Negotiable

Union leader Cyril Ramaphosa says the his wage increase demand is negotiable. It started at 60%, dropped to 25% and fell to 18% at the NUM's last conciliation board meeting

"As far as we are concerned the gap is not what it used to be. However, the chamber sticks to its confrontation approach. If that's what they want, that's what they will get.

"We want a peaceful and disciplined strike. If there is any violence it will not be by us."

The chamber has not budged from its 13% to 14% offer in July, although it has offered reduced working hours

### Stop orders

The NUM claims 41 000 members on the seven Anglo American and one Gold Fields mine, but hopes to bring about 70 000 of the 90 000 black work force out

Both Anglo and Gold Fields have kept quiet about the strike. Neither credits the NUM with the membership or support it claims

Anglo says only 8 500 workers use its stop-order facilities to pay union dues and Gold Fields says only 350 workers of its Kloof miners are represented by the NUM in its recognition agreement

A Gold Fields spokesman asks "How do you gauge the union's support? Do you call a sympathiser a member, or do you say that all black miners support Ramaphosa? We are not building barricades and bunkers, if that's what you think."

Last week the chamber

● To Page 3

143  
**All set for mine strike**

● From Page 1 16/9/84  
questioned the NUM's strike ballot, which it claimed had been undemocratic and without control

The chamber said there was no control over who voted; there was no secret ballot and no independent count

Mr Ramaphosa retorts that the only irregularity was one ballot box that had two holes in it, one for yes votes and one for no votes

He says the ballot at Anglo's Western Holdings Welkom division mine drew 6 691 yes votes and only 17 negative responses from more than 10 000 workers

The other gold mines where miners will strike are Western Holdings Saauplaas and Holdings divisions, President Brand, Vaal Reefs West and East divisions and Elandsrand and Gold Fields Kloof mine.

# Slowly coming of age... the hard way

RAN 17/9/84. ~~21013~~ 143 ~~222~~

## LABOUR WEEK

For a modern industrial relations structure to supplant the present system two factors are still necessary.

By Phillip Van Meek

WHETHER or not thousands of black goldminers will be on strike by the time this column appears in print, one can say that labour relations in a key economic sector are slowly coming of age... the hard way.

For a modern industrial relations structure to supplant the regimented system, that has characterised mine compounds for almost a century, two factors are necessary.

One is the emergence of a strong, truly representative black union.

The other is the willingness of the Chamber of Mines to negotiate with that union earnestly.

In 1983, the first time the National Union of Mineworkers (NUM) negotiated wages with the Chamber, both those factors were missing. The NUM, less than a year old and in no

position to take on the might of the mining employers, could only howl impotently when they discovered they had "negotiated" the increases the Chamber intended paying anyway.

After all, why should the Chamber offer more when there was no real pressure on it to do so?

This year the large difference between the NUM's paid-up membership and its claimed signed-up membership has prompted employers to question the support the union actually enjoys.

Last week's ballot, however, in which about 50 000 miners voted for strike action, left the Chamber in no doubt that the union had substantial support for its planned legal strike.

It was a shrewd and calculated move by the NUM which, as an unregistered union, was not legally obliged to call the ballot.

Within hours of the results being announced, and with tens of thousands of mineworkers on the

brink of strike action, the Chamber and the NUM returned to the bargaining table to negotiate.

Of course, this might still not be sufficient to head off a strike... but it does signify an important advance.

11th hour offer to the NUM  
in bid to halt miners' strike

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers yesterday made a last-minute bid to inform its members of a revised offer by the Chamber of Mines — hours before workers were due to embark on the country's first legal strike by black miners.

With the strike due to begin at 8pm, NUM organisers were holding urgent meetings at the eight mines involved to put the offer to them.

The revised offer was made during seven hours of bargaining at the weekend between Chamber and NUM negotiating teams in a bid to head off the strike.

The talks followed the NUM's announcement of its strike ballot results on Friday.

The results showed that more than 43 000 workers — a substan-

tial number of the workforce on seven Anglo American mines — were in favour of industrial action.

The Chamber yesterday offered an amended leave scheme — a move which amounts to an increase of about 2,3% in the wage package.

It would mean the introduction of a leave allowance equal to 50% of the basic monthly wage for less skilled workers in the categories and an increase from 50% to 75% for more skilled workers.

A Chamber statement said the restructured offer only applied to the seven Anglo mines involved in the dispute and not Kloof, the Gold Fields mine, because the same leave arrangements did not apply. The seven mines are the three divisions of Western Holdings, two divisions of Vaal Reefs, President

Brand and Elandsrand.

This offer replaces an earlier one by the Chamber to reduce working hours, which would have been equal to about the same in percentage terms, but would not have benefitted all workers.

Mr Cyril Ramaphosa, the general secretary of the NUM, said union office-bearers were conveying the offer to members.

He said the union had taken no stand on the offer and that it was up to members to decide.

He expressed doubt about meetings at all mines before the strike was due to begin.

● Pamphlets warning workers of their dismissal should they go on strike have been issued to workers at mines run by Gold Fields of South Africa.

Some <sup>143</sup>  
striking ~~217~~  
miners ~~213~~  
returning <sup>few.</sup>  
1/19/84  
Staff Reporters

As many as 40 000 mine-workers stayed in their compounds this morning in South Africa's first legal gold mine strike, but by noon thousands were returning to work as news of the Chamber of Mines weekend pay offer reached them

At Vaal Reefs West and East near Orkney, however, strikers seemed determined to continue their stayaway and almost the entire workforce of 24 000 was reported to be on strike at noon

National Union of Mineworkers assistant general secretary Mr Mokhesong Maloka confirmed that many workers on certain mines had returned to work

But he stressed this did not necessarily indicate they had accepted the new offer, which was still under discussion

The offer involves the introduction of a leave allowance equal to half monthly pay for workers in Groups 1 to 4, and an increase of the existing allowance in Groups 5 to 8 from 50 percent to 75 percent of monthly pay

The deal does not provide for further changes to basic pay levels

● In Welkom, where four mines were threatened with strike action, Mr

● To Page 3, Col 8

September 17 1984

SA's first ~~217~~  
legal gold ~~213~~  
mine strike <sup>143</sup>

● From Page 1

Errol Symons, a spokesman for the Anglo American Corporation, said workers were still out at three out of 23 shafts by late morning

He alleged intimidation and barring of access at one of these shafts had deterred workers from returning to work

The NUM lists five shafts in the Welkom area where the men are still striking

● In Orkney, where 23 000 men at eight of the 10 shafts on the East and West sections stayed away this morning, the virtually total strike held into the afternoon Anglo American confirmed that two sections of the mine were "not operational"

Workers there met this morning and rejected the new pay offer Top union officials said a second round of talks would be held at the Orkney mines late this afternoon

● At Carletonville, where Elandsrand and Kloof mines were expected to be affected by strikes, work continued as normal

Mr Symons said there had been no violence at any of the mines and described the atmosphere as "generally peaceful"

# Mine strike stalls after new offer

**SAPA**  
THE STRIKE by an estimated 90 000 gold mine workers stalled yesterday as the National Union of Mineworkers waited for reaction from its members to a new pay offer tabled by the owners of seven mines.

General-secretary of the Num, Mr Cyril Ramaphosa, said the union was waiting for its members to report back to the executive on the offer, which consists of new leave bonuses for the majority of workers on seven mines

The Num said earlier yesterday that 40 000 miners stayed at the pit head yesterday morning, but a spokesman for the Anglo American Corporation put the figure at about 30 000

The Chamber of Mines announced on Sunday that it had offered annual holiday bonuses of 50 percent of pay instead of reduced working hours

About 75 percent of Num's 90 000 membership would benefit from the holiday bonuses in terms of the offer, seen as a late attempt to avert the strike

The negotiated leave pay offer was conveyed on Sunday night to Num members on seven gold mines

Mr Neville Huxham of Anglo said in a statement yesterday that of the 23 shafts on mines administered by the company in the Welkom area, only three were not at work late yesterday morning

## Num waits for reaction

"Incidents of intimidation, including the physical barring of access to a shift in one case have kept workers from returning to work at the shafts," Mr Huxham said

### Police

Police were on standby early yesterday when over 48 000 miners went on strike, reports JOSHUA RABOROKO.

This was confirmed to The SOWETAN by a spokesman for the Police Directorate of Public Relations, Lt T F Jefferson, who said that there had been no incidents of violence

The miners, all members of the National Union of Mineworkers, stayed away at several Vaal Reefs shafts and Number 3 Shaft in Welkom, while about 8 000 members of the Black Allied Mining and Construction Workers' Union also went on strike at Durban Roodepoort Deep gold mine in sympathy with the Num members

At Vaal Reefs West and East near Orkney, strikers seemed determined to continue the strike and almost the entire workforce

of 24 000 was reported to be on strike

Num's general secretary, Mr Cyril Ramaphosa said many workers on certain mines had returned to work, but he stressed that this did not necessarily indicate they had accepted the new offer, which was still under discussion

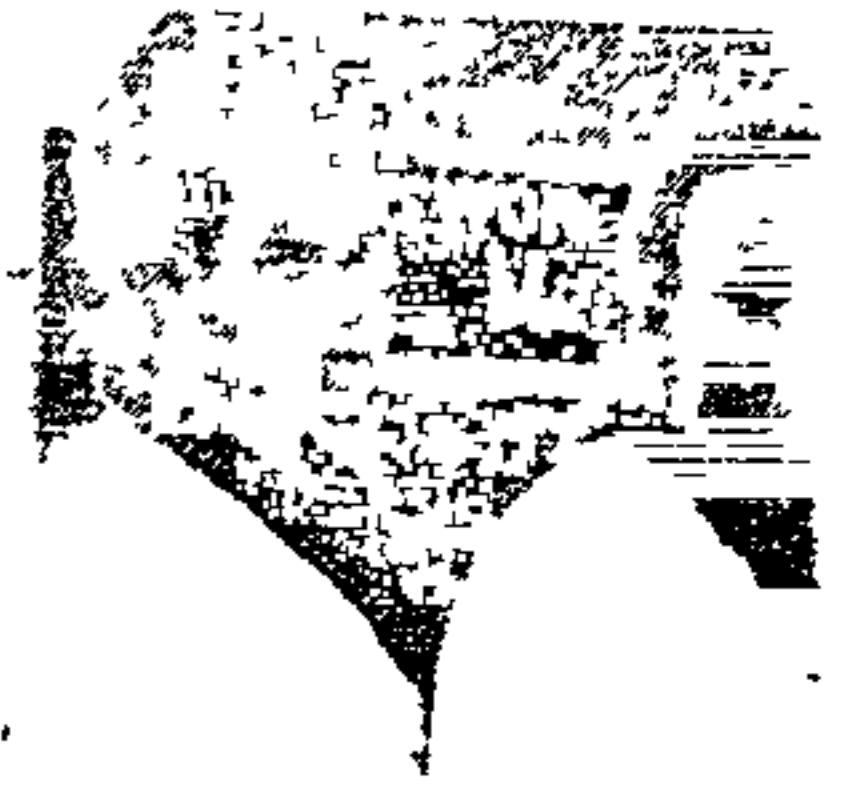
The offer involves the introduction of a leave allowance equal to half monthly pay for workers in groups one to four, and an increase of the existing allowance in groups five to eight from 50 percent to 75 percent of monthly pay

However, the deal does not provide for further change to basic pay levels

Anglo American's spokesman, Mr Errol Symmons, said in Welkom workers were still out at three out of 23 shafts. Intimidation and barring of access at one of these shafts had deterred workers from returning to work

In Orkney, where about 23 000 men at eight of the 10 shafts on the east and west sections stayed away in the morning, the virtually total strike held into the afternoon, according to an Anglo spokesman

By late last night most of the strikes had stalled as workers started returning to their jobs, while the Num was making a report back to members, according to Mr Ramaphosa



CHURCH CHOIR. Members to right), Thuli Tembe, Si Ndllovu

## Consul Lawyer

LONDON — Representatives of the six anti-apartheid leaders holed up in the British Consulate in Durban have asked Commonwealth governments to join their campaign aimed at pressuring South African authorities into dropping detention orders against the fugitives.

The three-member delegation, led by blind lawyer, Mr Zac Yacoob, were assured that their case will be put to 45 Commonwealth governments, and they say they are "optimistic of a positive response"

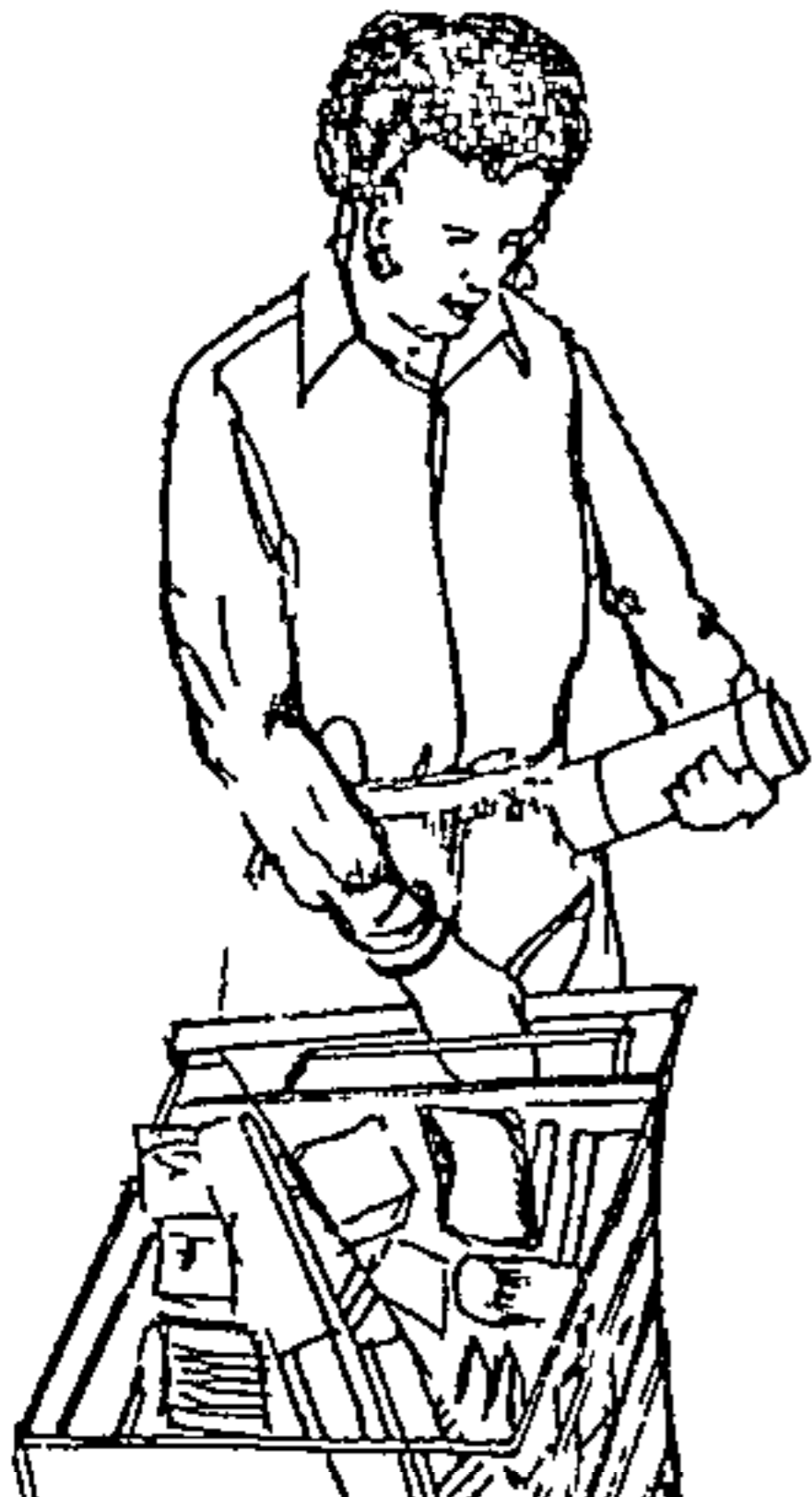
In London yesterday they met the Deputy Secretary-General of the Commonwealth Institute, Nigerian chief, Mr Emeka Anyioku. "The reception was very friendly. He has undertaken to convey our case to the entire Commonwealth," Mr Yacoob said

"The intention is that the governments will add to the pressure of

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# ATTEN-SHUN!



## NOW YOU CAN WIN YOUR

## 3 die during Katilehong unrest

THREE people died in Katilehong at the weekend, a police spokesman confirmed in Pretoria, as unrest continued in the township yesterday morning.

Police fired tear-smoke and rubber bullets in three separate stone-throwing incidents involving buses



# Strike is over

743

## — now miners count the cost

Star 18/9/84

Staff Reporters

The one-day legal strike by black mineworkers is over. But the violence that erupted yesterday left at least 250 men requiring treatment in hospital in Welkom

Eleven needed surgery and two are in intensive care

The National Union of Mineworkers has called off the strike at Transvaal and Free State gold mines, accepting a last-minute pay offer by the Chamber of Mines — but it is considering legal action against police for alleged attacks on workers during the one-day work stoppage

A joint statement released by the Chamber and the NUM announced the acceptance of the restructured offer at seven of the eight mines involved in the dispute

"This terminates the dispute over the 1984 review of wages of union members on gold mines and terminates the legal strike which followed"

Mr Cyril Ramaphosa, NUM general secretary, said "We have accepted the chamber's offer as our members at the mines have accepted it."

### VIOLENCE

About 40 000 men in Welkom and Orkney mines struck yesterday before the offer was accepted. At the Vaal Reefs mines near Orkney the strike was without violence until this morning when trouble erupted on two shafts where the NUM claims it was prevented from holding meetings

Mr Ramaphosa said the NUM was investigating legal action against the police

"Our members' wish to engage in peaceful legal industrial action was severely interfered with when police harassed and intimidated our members on a number of Free State mines"

Trouble broke out this morning at two shafts at Vaal Reefs Gold Mine when mine security officials used dogs and fired teargas

In the Welkom area yesterday

police were called in and used rubber bullets, teargas and dogs to disperse crowds of angry mine workers at Anglo American's Western Holdings Division, Welkom Division and President Brand Mine

At Welkom division three Casspir armoured troop carriers, a sneeze machine and about 10 police vehicles headed for the mine hostel shortly after 2 pm

More than 250 people had been admitted to the Ernest Oppenheimer Memorial Hospital by early this morning, according to Dr J B Davis, acting superintendent. Two were still in intensive care, he said

Dr Davis said the injuries had mostly been inflicted by rubber bullets, batons, dogs and teargas canisters. They included ruptured spleens and livers, several fractured skulls and the loss of an eye in two cases

Earlier Dr V de Chalan, senior public relations officer for Anglo American, confirmed that police had been called in at the Welkom Division Mine

Strikers picketed outside the hostel in the afternoon. This was both illegal and against company regulations, he said

According to workers in Orkney, trouble erupted at about 7 am when the security officials arrived and instructed the striking men in their hostels to go to work

### TEARGAS

Dogs were then allegedly set on the mineworkers and teargas canisters fired when the workers did not obey

Anglo American said in a statement this afternoon that all the injuries were regretted, but it must be stressed the police were acting in order to contain unrest and to disperse intimidators who were threatening employees and preventing them from returning to work

The police had acted with considerable restraint over a period of time, and only when serious disturbances seemed inevitable were they forced to take stronger action.

Argus 18/9/84

# Mines strike off: Pay offer accepted

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers has called off the strike at Transvaal and Free State gold mines, accepting a last-minute pay offer by the Chamber of Mines but it is considering legal action against police for alleged attacks on workers during yesterday's one-day work stoppage.

A joint statement released by the chamber and the NUM announced the acceptance of the restructured offer at seven of the eight mines involved in the dispute.

Mr Cyril Ramaphosa, NUM general secretary, said today. "We have accepted the chamber's offer as our members at the mines have accepted it."

The deal, held out after NUM meetings with the chamber on Sunday, was for the introduction of a leave bonus equal to half the worker's monthly pay for workers in categories one to four and the increase of the bonus rate to 75 percent of monthly income for workers in groups five to eight.

The basic wage increase remains at between 13,3 and 14,4 percent

About 40 000 men in Welkom and Orkney mines struck yesterday before the offer was accepted. At the Vaal Reefs mines near Orkney the strike was without violence until today when trouble broke out at two shafts where the NUM claims it was prevented from holding meetings.

In the Welkom area yesterday police were called in and used rubber bullets, teargas and dogs to disperse crowds of angry mine workers at Anglo American's Western Holdings Division, Welkom Division and President Brand Mine.

Between 170 and 200 people had been admitted to the Ernest Oppenheimer Memorial Hospital by early today, Dr J B Davis, acting superintendent, said. Two were still in intensive care.

18/9/82

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# Tension still high on strike hit gold mines

By PHILLIP VAN NIEKERK

TENSION was still high on the strike-hit gold mines of the Transvaal and Orange Free State last night as the National Union of Mineworkers (NUM) membership debated on settling its pay dispute with the Chamber of Mines or going for all-out industrial action

About 45 000 miners on seven gold mines went on strike over pay yesterday

On six of the mines workers struck — and in some cases returned to work — as NUM officials raced against time to inform their members of the Chamber of Mines' last-minute pay offer

At the seventh mine — Durban Deep, near Roodepoort on the West Rand — the situation was volatile as police sealed off the Number Six shaft compound and faced striking workers after incidents of stone-throwing

The Durban Deep workers were not involved in the dispute with the Chamber, but were striking over pay and showing solidarity with workers at the recognised mines, a spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said.

At least 35 000 workers were still out at the six recognised mines late yesterday

An Anglo American spokesman said only three shafts at its mines in Welkom were still not operating yesterday. But the NUM gave the figure as five

He said at Vaal Reefs East, two of the three shafts had indicated that they wanted to return last night.

Last night union officials were still briefing miners at Vaal Reefs East and West where there was almost a total stayaway among the workforce of 24 000

Mr Cyril Ramaphosa, general secretary of the NUM, said they would be unable to take a decision on whether or not they would call off the strike until they had a report-back from all the affected mines

At Durban Deep, a Rand Mines spokesman said the entire B Hostel — about 4 000 workers — had gone on strike yesterday morning and were joined by the afternoon shift at the C Hostel "after intimidation"

A spokesman for Bamcwu claimed that 8 000 workers were on strike at the mine

# 23 hurt as new violence flares in mine unrest

Fresh violence flared at the Southern Division of Western Areas gold mine today during the latest strike in two days of mine unrest that has claimed seven lives and left at least 500 mineworkers injured

## Up to 16 000 striking mineworkers face dismissal

By Carolyn Dempster, Labour Reporter

Sixteen thousand striking mineworkers at Anglovaal's Hartebeesfontein mine have been threatened with dismissal unless they return to work today

Only 1 900 of the 12 000 morning shift workers went underground this morning, while others were "trickling back", said Mr R G Moore, public relations spokesman for Anglovaal

He said the miners had been told that, unless they signed up for the shift and went underground, the mine's management would start paying them off during the course of the day

The illegal strike by two-thirds of the mine's black workforce of 18 000 began at 9 pm on Monday when 4 000 night shift workers refused to go underground

A delegation of miners approached management the next morning and demanded instant recognition of the National Union of Mineworkers which claims a membership of 7 000 at the gold mine

● To Page 3, Col 8

Twenty-three strikers were hurt, a spokesman for the Police Directorate of Public Relations said in Pretoria

Police used rubber bullets to disperse about 500 stone-throwing strikers, the spokesman said. There had been no arrests

Mr W D Rowe, senior public relations spokesman for JCI confirmed there had been a minor incident, but said things at both the mine's Southern and Northern Divisions had returned to normal

By noon today 250 miners from the Northern Division had been sent home

The seven deaths occurred yesterday at the Western Areas Mine northern division where official injury figures are 89

Unofficial sources have put yesterday's injuries at Western Areas at as high as 140

Colonel Jaap Venter, head of the Police Directorate of Public Relations, confirmed the deaths, and said inquests would be held to determine their causes

The victims had not all necessarily been shot by the police, he added

● At the Welkom and Orkney mines of Anglo American, hit by a one-day legal strike by 40 000 before settlement was reached yesterday morning, the situation was described by management as peaceful today

About 250 workers were injured — some seriously — in the Welkom area during the short stoppage

The National Union of Mineworkers issued a joint statement

● To Page 3, Col 4

# 23 hurt as new violence flares on mines

● From Page 1.

with the Chamber of Mines yesterday accepting an offer renegotiated at the weekend

The chairman of Anglo's Gold and Uranium Division, Mr E P Gush, described NUM's acceptance of the re-negotiated offer as 'a milestone in South African industrial relations history and a victory for responsible collective bargaining'

It proves that sound and re-

sponsible relations are possible between the mining companies and NUM," Mr Gush said

● At Rand Mines' Durban Deep near Roodepoort at least 111 workers were hurt — and 25 admitted to hospital — when police were called in during a strike on Monday

A mining house spokesman yesterday confirmed the injuries and the dismissal of 80 men who had defied a return-to-work ultimatum yesterday

The Black Allied Mining and Construction Workers' Union alleges that casualties were far higher

Bancw's publicity secretary, Mr Motsoni Mokhe, said management had set a return-to-work deadline for 9 am yesterday which was ignored by about 10 000 workers

"They were later forced at gunpoint to resume work. Others had their passports confiscated and they were driven to

the mine hospital for medical check-ups before being dismissed." The union said it was aware of 50 men who had been repatriated to homelands without receiving benefits

The mine spokesman disputed the claim that guns were used to force men back to work "It is true that there were armed policemen on the mine. They were giving protection to workers who wanted to report for duty."

● See Page 11, World section.

## Miners set on striking

● From Page 1.

Anglovaal is currently processing lists of union members to ascertain support for the NUM before beginning recognition talks

Last night, in-fighting between factions of mineworkers prompted management to send in mine security forces and one person was stabbed, said Mr Moore

Attempts by the NUM to resolve the strike have been blocked by Anglovaal, says Mr Cyril Ramaphosa, general secretary of the union

"We have requested to talk to union officials on the mine but the mine management does not want to speak to us and neither does head office

"If we could speak to one of our shaft stewards, we would probably be able to prevent the dismissals," said Mr Ramaphosa

The toll of injured could herald the!

# A Pyrrhic victory for the NUM

Star  
19/9/87

277  
143  
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South Africa's first legal strike by black mineworkers ended in a Pyrrhic victory for the fledgling National Union of Mineworkers (NUM), with 250 of its members injured

At the end of the one-day strike by 40 000 workers at seven Free State and Western Transvaal gold mines yesterday, settlement had been reached

But the toll of injured mineworkers was a sad reflection of a strike the union had wanted to be as peaceful as possible

A last-minute concession by the Chamber of Mines, in itself tacit acknowledgement of the potential strength of the union, was made too late to stem the legal strike action — due to begin on Sunday night

As a result, union officials were dispatched at the 11th hour to hold urgent report-back meetings with members already on the verge of going out

## SOLIDARITY

The confusion which ensued, ending in violence, was another test of NUM membership solidarity and resolve. It is doubtful that police action would have been necessary had the chamber come to the negotiating table with its revised offer at an earlier date

At the outset it appeared obvious that the union was well prepared for industrial action and the membership on the seven Anglo American gold mines had been fully briefed

Mr Daniel S, a team leader at a Western Holdings mine, told *The Star* that mine-

By Carolyn Dempster  
and Sol Makgabutlane  
Pictures by Clive Lloyd

workers had been instructed to strike peacefully, and to co-operate with management to avoid confrontation

A Vaal Reefs organiser said that, because it was the first legal strike by black mineworkers in the history of the country, nothing was being left to chance

But by Monday morning the order and discipline which the union had hoped to maintain were fast disappearing

Where mineworkers had been informed of the chamber's revised offer and indicated acceptance, they agreed to go underground

But shifts that had not been informed of the offer adhered to the NUM's strike call

The action involved about 40 000 mineworkers at Western Holdings, Welkom Division, President Brand and at two shafts at the Vaal Reefs Western Division in Orkney yesterday

On Monday afternoon Anglo American issued a brief to strikers in view of the large number of mineworkers who did want to go underground, a senior spokesman said



Head bandaged, a blanket-swathed miner from Western Holdings hospital

Police were called in at three of the Free State mines to disperse picketers — and to ensure that miners returned inside hostels before the brief was issued. Mineworkers who did not want to go underground were then given an offer of assistance to return home

The police action sparked a violent chain of events which left scores of mineworkers in the Ernest Oppenheimer hospital with fractured skulls, ruptured spleens and livers, dog bites and rubber bullet wounds

Although Anglo has stated that police were called in only when unrest appeared inevitable, and that they exercised great restraint, the course of

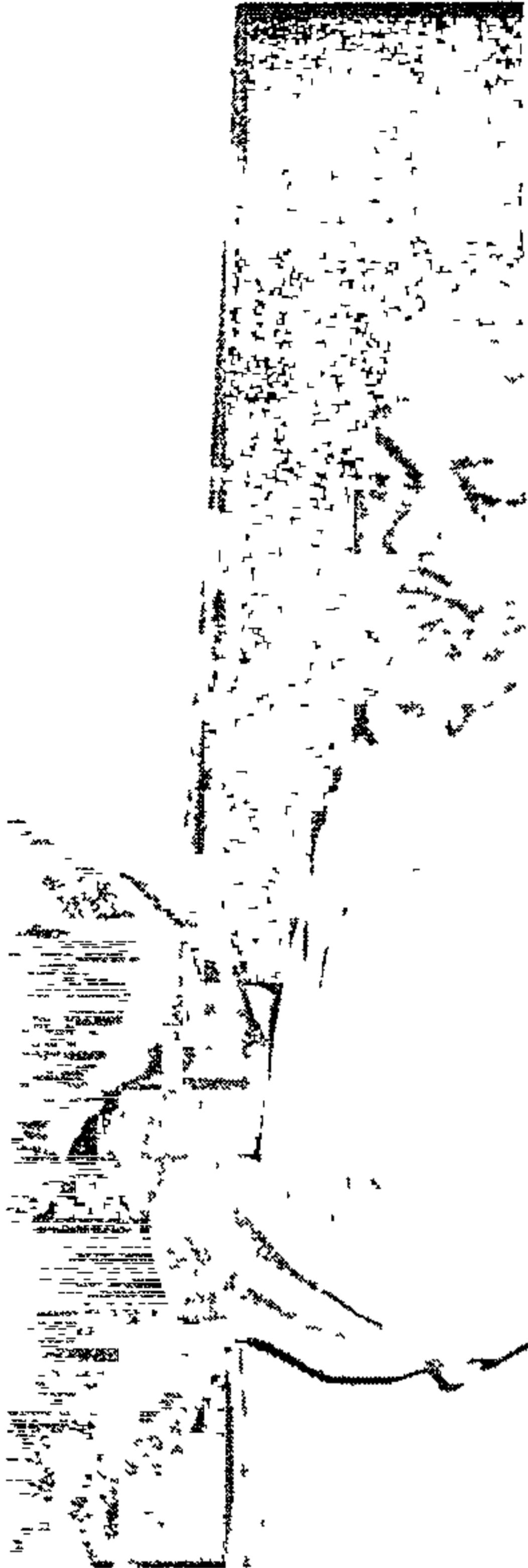
events closely parallels action taken by mine management in the 1982 wildcat strikes when 10 mineworkers were killed and hundreds injured

The use of force against legal strikers poses the question of whether the NUM will bother to follow the tortuous dispute-settling route laid down in the Labour Relations Act in future

NUM general secretary Mr Cyril Ramaphosa commented: "We are sad that our members had to pay such a heavy price to achieve their demands. The strategies we had set up would have ensured a peaceful strike.

"Our members are beginning to ask themselves whether or

# Beginning and the end of legal strikes



mine near Welkom is helped into



Dazed, two Western Holdings miners leave an ambulance at the Ernest Oppenheimer Memorial Hospital

not it is worth it to engage in a legal strike when police action is just as harsh as in the event of an illegal strike”

Although the strike lasted for only a day and did not put NUM's claims of a membership of 70 000 to the test, it did prove two things

The union has the organisation and the support to challenge the chamber in future, and mine management is not averse to calling in the police in the case of a legal strike

● The unforeseen spillover in illegal strike action at Durban Deep and Western Area gold mines proved even more costly. At least six miners were killed and 250 wounded

Goldminers strike, new violence flares, police use buckshot.

Argus 19/1/84 (143)

# Thousands sacked

Argus Correspondent

PRETORIA. — Ten thousand gold mineworkers have been dismissed and more sackings are expected today following a refusal by workers to go underground.

At the Old Elsberg gold mine near Germiston fresh violence flared today. In two days of unrest on the mines seven have died and at least 500 have been injured

At Hartbeesfontein mine about 10 000 of the 12 000 mineworkers defied a company ultimatum to return to work today

An estimated 2 000 mineworkers had reported for the day shift at 6am. The rest of the workers had broken their contracts by striking and would be paid off today, said a company spokesman

## Night shift

The mineworkers struck yesterday in support of a demand for recognition of the National Union of Mineworkers (NUM)

A further 6 000 mineworkers face dismissal later today if they do not report for the night shift at 9pm

The unrest on the gold mines in the Transvaal and Orange Free State started on Monday, when about 250 legally striking mineworkers were injured in clashes with the police on three Welkom mines

Illegal strikes broke out on the Durban Deep mine near Roodepoort, the Western Areas mine and the Hartbeesfontein mine. At Western Areas, a Johannesburg Consolidated Investment goldmine, police were called in yesterday when troubled flared.

## Rubber bullets

Police used teargas, rubber bullets, and buckshot against miners, at a section of the mine called Waterpan.

A JCI spokesman said unrest continued through the day resulting in a "virtual stoppage". He described the damage to property as extensive

The police spokesman said post mortem examinations would be held on the seven miners

At the Welkom and Orkney mines of Anglo American, hit by a one-day legal strike by 40 000 before settlement was reached yesterday morning, the situation was described by management as peaceful today

## Short stoppage

About 250 workers were injured — some seriously — in the Welkom area during the short stoppage

The National Union of Mineworkers issued a joint statement with the Chamber of Mines yesterday accepting an offer re-negotiated at the weekend.

The chairman of Anglo's Gold and Uranium Division, Mr E P Gush, described NUM's acceptance of the new offer as "a milestone in South African industrial relations history and a victory for responsible collective bargaining"

**Soweto calmer**

● Sapa reports that police today used teargas, birdshot and rubber bullets in Soweto to disperse about 75 stonethrowing youths

The incident was the only one recorded by police in the black township. Police said the overall situation was calmer than yesterday, when arson, looting and stoning of buses occurred

At 10 am, youths started stoning policemen and their vehicles. They were dispersed with birdshot, rubber bullets and teargas, according to police liaison officer Lieutenant B F van der Walt

Swain 12/19/84

# MINING

By **JOSHUA RABOROKO**

MORE than 350 gold mine workers were admitted to mine hospitals after police fired tear smoke and rubber bullets, and used batons and dogs to disperse crowds during the first legal strike by black miners this week.

Five mineworkers are expected to appear in the Roodepoort Magistrate's Court today on charges of attending an illegal meeting, alternatively intimidation.

Trade unionists representing the workers — the National Union of Mineworkers and the Black Allied Mining and Construction Workers' Union — have expressed anger at the violence, which they say was "unwarranted and provocative". They intend taking legal action.

A Police Directorate for Public

Relations spokesman in Pretoria, Lt H J Beck, confirmed that police had used tear smoke and rubber bullets to disperse the workers, at the request of the mine owners.

He said yesterday morning workers had gathered at the Welkom mine and police used tear smoke to disperse them. He could not comment on the casualties.

## Simmering

However, the first legal strike by black gold miners in South Africa's history was reported to have ended, although union officials said the situation was still simmering. Bamcwu has claimed that workers were forced to go underground at gunpoint, but this has been refuted by management.

Bamcwu's spokesman also claimed that over 200 of their

members at Durban Deep Roodepoort gold mine were injured.

In a joint statement, the Chamber of Mines and the Num yesterday announced the end of the dispute in the Transvaal and Orange Free State mines, and the end of the strike which saw some 40 000 miners refusing to work.

However, it was reported that more than 250 workers had been treated at the Welkom mine and admitted to the Ernest Oppenheimer Hospital with fractures and wounds resulting from rubber bullets fired by security personnel and the South African Police.

Late last night a spokesman for the Police Directorate said two white policemen were injured in rioting at Waterpan mine near Westonaria. He said police fired several rounds of buckshot and it is feared that several people could have died.



JOHANNESBURG—  
Police confirmed last night that a number of black miners had been killed in unrest yesterday at the Western Areas Gold Mines, near Weston-aria.

A police spokesman said unrest had broken out at the Waterpan mine early yesterday

Police had been called in to restore order and had to use tear-gas, rubber bullets and buckshot

The spokesman said some of the rioters had been killed and others injured. Two policemen had been injured.

The number of dead and injured was not yet known, Sapa reported.

Our Johannesburg correspondent reported that scores of mine buildings had been injured and a number of mine buildings razed during a day of violence at the mine

### Clashes

The unrest followed clashes between miners and police on Monday which left 111 injured at Rand Mines' Durban Deep mine at Roodepoort and more than 250 miners injured at Anglo American's near Wilkoms in the Orange Free State.

The violence occurred as a wave of unofficial strike action swept through the mining industry, coinciding with the country's first legal strike by black miners which ended in settlement yesterday

With a reported return-to-work at Durban Deep and all the mines where legal strikes were being held, only two mines — Western Areas and Anglovaal's Hartebeestfontein — were still out on strike yesterday

At Western Areas, workers were demanding that a system in which they were not automatically re-engaged at the end of their contracts be scrapped, while at Hartebeestfontein miners were demanding the recognition of the National Union of Mineworkers

Johannesburg Consolidated Investments said in a statement that serious industrial unrest had broken out at the northern division of the Western Areas Gold Mines in the morning and had continued for most of the day

### Buildings

Several buildings including a bottlestore, managers' offices, hostel facilities and an engagement office had been destroyed by miners

The JCI spokesman said 'extensive damage' had been caused to hostel facilities and the disruption had resulted in a total work stoppage

He said a number of 'seriously injured' miners had been taken to hospital but he would not elaborate

At Durban Deep about 80 workers had been fired and returned home yesterday after refusing to return to work, a Rand Mines spokesman said

He denied claims by the Black Allied Mining and Construction Workers' Union that workers had been forced to do their jobs at gunpoint. He confirmed however that five workers had been arrested and were to be charged with holding an illegal gathering

# MINERS' STRIKE RESTRICTS UNREST

Monday 19/9/84

(143)

Argus 20/9/84

# Striking miners go back

Argus Correspondent

PRETORIA.—Several thousand goldminers dismissed yesterday for striking illegally, were given a second chance to report for work today.

About 99 percent of the 12 000 mineworkers reported for the morning shift at 6 am, said Mr Ray Moore, spokesman for the owners of the Hartebeesfontein Goldmine.

Late yesterday management realised that the workers were discussing the dismissals and a decision was made to give them a second chance, said Mr Moore. The deadline was extended to the morning shift today.

## NIGHT SHIFT

After the mineworkers were informed of this, about 90 percent of the 6 000 workforce for the night shift reported for work.

● About 100 youths on a stone-throwing rampage in Soweto early today were dispersed by police using tearsmoke.

Sapa reports that a Putco busdriver and a conductor are being treated in hospital for eye injuries caused by broken glass in one of 36 stone-throwing incidents involving the company's buses in the Soweto area between 4pm yesterday and 8am today.

# Strike: Cusa hits out at chamber

Labour Reporter ~~TS~~ ship If the chamber wanted to observe union discipline, control and logistical capacity, it now has a clear picture"

After the country's first legal strike by black mineworkers, the Council of Unions of South Africa (Cusa) has expressed its abhorrence of the strategy used by the Chamber of Mines in the 1984 wage negotiations

The National Union of Mineworkers, an affiliate of Cusa, was pushed to the brink of strike action before the chamber capitulated, said the council today

"If the chamber wanted to see leadership, it has seen the NUM leader-

Once the chamber and its member companies had assessed the toll of the past few days — the loss of workers and damage to property, the mistrust created between union members and employers — they would need to ask themselves whether the exercise had been worth it, said Cusa

Attempts by employers to enforce a settlement had been noticeable in negotiations, Cusa added

25/9/82 (25/9) (143) Star

# Hartebeesfontein miners back at work

By Carolyn Dempster,  
Labour Reporter

Striking mineworkers at Anglovaal's Hartebeesfontein gold mine in the Western Transvaal returned to work this morning after two days of illegal industrial action

A spokesman for Anglovaal said miners on the morning shift started returning after the dismissal

deadline was extended to 6 am

Ninety percent of the night shift (2 400 mineworkers) went underground last night

Police were called to the No 2 hostel yesterday afternoon to disperse strikers who had marched on the administration building, he said

They were called in for

the second time by mine security at 10 pm last night when a crowd of workers gathered outside one of the hostels

Lieutenant B van der Walt, of the SAP Public Relations Directorate, said police had used teargas to disperse the miners

At least 16 000 of the mine's 18 000 workers participated in the strike, de-

manding immediate recognition of the National Union of Mineworkers (NUM)

The NUM, which claims a membership of 7 000 workers at the mine, is to institute legal action against management for blocking union officials from gaining access to members during the strike. Anglovaal yesterday denied the union had been prevented from speaking to its shaft stewards



Johannesburg home with her dog, Ralph. Rika will be held at the city's Hector Norris Park.

Picture ROBBIE SCHNEIDER

F. D. M. 20/9/84

# Police, miners clash again during strike

(143)

By MONTSHIWA MOROKE and PHILLIP VAN NIEKERK

POLICE and striking miners clashed again at Anglovaal's Hartebeestfontein gold mine, near Stilfontein in the Western Transvaal, yesterday as an ultimatum to return to work or face dismissal was presented to 16 000 miners.

Tension at the mine was still high late yesterday after miners — who are demanding the recognition of the National Union of Mineworkers (NUM) — decided the night shift should return to work.

The clashes at Hartebeestfontein follow the violence at Johannesburg Consolidated Investment's Western Areas mine on Tuesday, which left seven miners dead and scores injured.

Meanwhile, SIMON BARBER reports from Washington that the Reagan Administration, in yet another sign of its ebbing impatience with South Africa, has condemned the "lethal toughness" with which miners were treated at the Western Areas gold mine as "senseless".

"The deaths and injuries to goldminers are especially regrettable since they appar-

ently occurred after a legal strike by black mineworkers in eight mines was successfully resolved," State Department spokesman, Mr John Hughes, said.

In Johannesburg, a JCI spokesman said all was quiet at the mine's northern division yesterday with about 250 workers having elected "to be sent home by refusing to work".

And the Commissioner of Police, General Johan Coetzee, said yesterday that reports of miners being killed or injured gave the wrong impression in that they alleged the police had been responsible.

Gen Coetzee said the injuries and deaths of miners were due to the actions of mine security departments, action by the police in their riot control duties and violence among the different factions of the miners themselves.

Police travelling in 17 vehicles yesterday used rubber bullets, tearsmoke and sjamboks on miners who had gathered inside Number 2 hostel at Hartebeestfontein.

A spokesman for Anglo-

▶ To Page 2

## Top-level sit-in 6

Jerry Coovadia, one of three representatives who flew to London at the weekend and the team had met the High Commissioner, Dr Saeed Saeed.

Saeed had "promised to consult and get the Indian Government involved in our campaign," Mr Coovadia said.

a separate development in Johannesburg yesterday, the African Council of Churches called on the British Government to use its influence to secure the cancellation of the re-occupation order on the six men.

a statement, the acting general secretary of the SACC, Mr Vaughan, said the British Government should do this to "provide continued evidence of its support to those who are oppressed".

the United Nations High Commission in Geneva has volunteered to act as mediator between the British Government, the South African authorities and the six men.

cable from the High Commissioner was received late on Tuesday in Durban by lawyers representing the six men.

UN body has volunteered to resolve the crisis caused by the men's occupation of the conference offices.

ain tests



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142  
**Rubber bullets used on miners**

RAM  
20/9/84

**From Page 1**

vaal said police had to be called when several hundred workers marched on the administration block and refused to disperse when told to do so by the mine's security police

At about 3 25pm riot police wearing gas masks entered the hostel, accompanied by a sneeze machine and Casspir transport vehicles

They fired teargas at fleeing miners Sleeping miners were driven from their rooms by teargas

● The Azanian People's Organisation and the Council of Unions of South Africa yesterday condemned the police action Cusa expressed its "total abhorrence" for the Chamber of Mines' bargaining tactics

All quiet <sup>(143)</sup>  
 on Reef as <sup>(143)</sup>  
 miners go <sup>(143)</sup>  
 back to work

*Star*  
 Labour Reporter

All was quiet at strike-hit mines in the Transvaal today after five days of unrest which left seven black mineworkers dead and hundreds injured

Mr W D Rowe, spokesman for Johannesburg Consolidated Investments said all was quiet and things at the two divisions of the Western Areas gold mine had returned to normal yesterday. The men were going underground again.

The northern division of the mine had been the site of severe clashes between striking black mineworkers and police on Tuesday, resulting in the deaths of seven miners.

At Anglovaal's Hartebeesfontein gold mine, 99 percent of the 16 000 mineworkers, striking for immediate recognition of the National Union of Mineworkers, resolved to return to work yesterday morning after being threatened with dismissal.

Mr Ray Moore, spokesman for Anglovaal, said today all was back to normal at the mine, the seventh largest gold producer in the country.

Calm has also descended on the Anglo American mines affected by the country's first legal strike by black mineworkers.

The dispute between the NUM and the Chamber of Mines, of which Anglo is an affiliate, was resolved on Monday when the union's membership accepted a revised pay offer by the Chamber.

## MINE STRIKE

## A violent equation



Illegal "spillover" strikes, in which seven miners died, this week rapidly eclipsed Tuesday's news that the Chamber of Mines and the National Union of Mineworkers (NUM) had settled in the first legal strike by black mineworkers in SA history

As the *FM* went to press, Johannesburg Consolidated Investment (JCI) said the unrest which broke out on Tuesday morning on its Western Areas mine had been resolved. All workers had resumed work, barring 250 who had opted to "return home." In addition to the deaths at Western Areas, 89 miners were injured, 11 seriously. The NUM claims it has substantial membership at the mine, although it has not yet applied for recognition there.

A spokesman denied miners' claims that violence began only after police fired teargas at the striking workers. He said unrest broke out early on Tuesday morning in one of the hostels at the north division.

Shortly thereafter, a hostel administration block was set alight. At 6.45 am, mine security men were still in control of the situation, but, at 8.50 am, the mine's general manager advised that another section of the hostel had been set alight and asked the police to disperse the crowd and to assume responsibility for restoring order.

According to the spokesman, initial estimates were that some R2m damage had been caused — mainly to hostel buildings and mine vehicles. He said most injuries were caused by inter-tribal violence and by fighting between workers who were divided on whether or not to strike.

## Worker demands

However, NUM general secretary Cyril Ramaphosa says the workers had demanded the cancellation of their valid re-engagement guarantees. They wanted to be paid allowances before going on leave rather than receive a bonus on their return. This appeared to be connected to terms on which the legal strike was settled.

Says Ramaphosa, "We are horrified by the reaction we got from JCI management, who have refused to talk to us. It is all very well for them to talk about industrial relations — but they don't put those principles into practice."

When the *FM* went to press, NUM strikers at Anglovaal's Hartebeestfontein mine, where the union recently applied for recognition, were considering a management ultimatum to return to work immediately. The strike, which began on Monday night, was triggered by worker demands for immediate recognition of the union. On Tuesday, 8 000 of the 12 000 dayshift workers were out. One man was stabbed in violence

which broke out later that evening in a mine hostel. A management spokesman said violence appeared to have been caused by tension between factions for and against resuming work.

Another spillover strike occurred at Rand Mines' Durban Roodepoort Deep Mine, where an unrecognised union, the Black Allied Mining and Construction Workers' Union, claims to be strong. About 4 400 workers struck on Monday, but returned to work on Tuesday following a management ultimatum to do so.

The legal strike at seven Anglo American and one Gold Fields mine was settled by negotiation as far as the Anglo mines were concerned. Although involved in the dispute, the Gold Fields' Kloof Mine was not struck and no settlement offer was made to the NUM with regard to workers there.

## Holiday allowance

In terms of the settlement at the Anglo mines, unskilled workers will receive a holiday leave allowance equal to half their monthly pay. Previously they received a R50 bonus if they returned to work on a new contract. Higher-skilled workers who previously received a holiday allowance amounting to 50% of their monthly wage will now receive 75% as a holiday leave allowance. The settlement amounted to a restructuring of an earlier package offering shorter working hours.

The NUM strike was called for Sunday night. But an 11th-hour offer by the chamber effectively pre-empted it from becoming

a protracted trial of strength between management and workers. There was confusion as NUM officials tried to convey the content of the chamber's late offer to their members. In the event, some 45 000 workers struck. By Tuesday morning, when the NUM and the chamber announced the settlement, almost all the strikers were back.

## Hundreds hurt

According to Anglo, over 300 miners were injured in violent incidents at three of its mines — Western Holdings, President Brand and Vaal Reefs. Of those, 130 were admitted to hospital. There were no deaths. The fact that really serious violence did not occur was remarkable, says Peter Gush, chairman of Anglo's gold and uranium division.

Gush hailed the settlement as a "victory for collective bargaining." He says that the offer which the union rejected before calling the strike had suited the industry more than the union. However, the final settlement offer was more acceptable to the union.

Ramaphosa says the union would not have settled if it had organised a bigger part of the industry. "It had to do with the union's strength at this point in time. In the circumstances, we settled," he told the *FM*.

Labour observers agree that the NUM's handling of the (legal) strike was highly professional. The union had successfully mobilised its members and had organised the return to work in a remarkably disciplined manner.



Striking miners ... mostly back at work



government — not because of it. As things now stand the prospect is both far off and the extent of it unexciting.

In essence, what Du Plessis is announcing amounts to a quick reshuffling of government finances to meet the contingencies of soaring spending over the past few months and the likelihood of a continuing relatively high level in the foreseeable future. The scars of this are going to be felt by many and will remain for a long time.

We doubt now whether it will be possible for the Reserve Bank to get money supply growth down to the rate of inflation this year.

In one of the first acts of this new Parliament, government is sending the economy steadfastly towards all the horrors of stagflation.

We in the private sector are condemned to real rates of interest for many months ahead to finance our homes and businesses rates that far exceed the heights reached by similar ones in other countries.

This situation is going to build up enormous resentment against the other half of the workforce in the public sector, most of whom are white and Afrikaans-speaking. That amounts to encouraging division, not consensus.

The longer-run economic consequences of government's profligacy are going to condemn millions to real incomes that are much lower than they need have been.

For, as government spending as a percentage of gdp increases, so fixed capital investment in relation to gdp will continue to decline. That means the productive capacity of this country's assets will be consistently reduced.

The fact that local capital markets can easily finance the increased official deficit is cold comfort. Large deficits move resources from the more efficient private sector to the public sector, and that, in turn, leads to misallocation and waste.

It does not end there. With inflation more than double what it is in our main trading partners, SA's share of world trade is going to decline as our exports become progressively more uncompetitive.

Perhaps businessmen can turn with hope to President Botha's statement earlier on the need for tax reform. This is supposed to be an ongoing process handled by an existing technical committee. But contingency financing needs, and the whole silly and emotive question of fringe benefits taxation, has blown it off course.

A firm commitment now to a comprehensive package of supply-side measures aimed at increasing investment — and hence production — by a phased reduction in direct taxation may have nurtured what little business confidence is left.

Instead, Botha condemned the country to yet another tax commission. There is scant hope now of intelligent supply-side economic policies.

Du Plessis' financial reshuffle seems, moreover, to fly in the face of the recommendations of the Economic Advisory Council, which endorsed the monetary austerity package and called for more fiscal discipline.

For six months before its last meeting the council did not convene. It has on it some of the finest and most experienced business and economic brains in the country. Yet in these perilous economic times it seems that the Botha administration was not anxious to consult them — and now even to heed them.

The message from our new Finance Minister is quite unequivocal: government has not got to grips with our economic problems and is indeed now the main cause of them. So pray for rain and a higher gold price and, despite the 20% interest the banks are offering, put what savings you have into hard assets.

## MINERS' STRIKE

### Impossible dilemma

SA's first legal mine strike is officially over. It led to several hundred people being injured, between six and eight reportedly shot dead, and to an agreement that may differ more in structure than in substance from that originally rejected by the National Union of Mineworkers (NUM).

Was the whole thing then an exercise in futility? Did it amount to more than union muscle-flexing? After all, the wholly predictable violence was bound to lead to death or injury for many NUM members and supporters and was certain to spill over to mines not officially involved in the dispute.

It would be comforting to dismiss the matter in such terms, but it cannot be done. Regrettably, the nature of SA's migrant mineworker system placed both the mining houses and the union in an impossible dilemma.

Both could clearly foresee that, given the volatile nature of mine hostel life, any strike was almost certain to lead to violence and rioting. But did that mean that, to avoid violence, the Chamber of Mines had to surrender to the union's demands? Or that the union had to avoid making demands to protect the safety and the lives of its members? Clearly not.

It is through such disputes that a balance of power is

established between an employer and a union — and both are entitled to use the dispute procedures laid down by the Labour Relations Act.

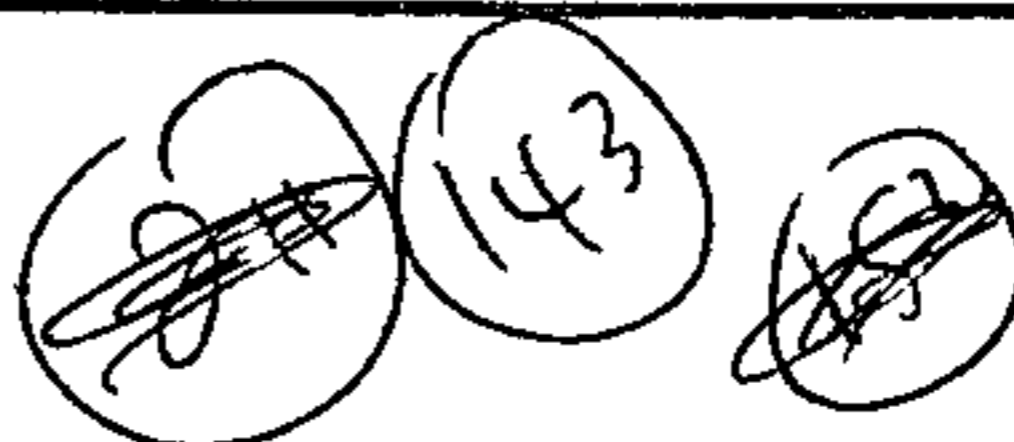
As it is, the union has demonstrated its responsibility by following all legal procedures and proved its ability to organise members and supporters. The Chamber, on the other hand, has shown that it will protect the economic position of the mines by refusing to cave-in to pressures — even when they are reinforced by the inevitability of violence.

Nonetheless the strike has been a sobering experience for both sides. It is to be hoped that negotiations in future years, based on the newly-established balance of power, will enable strikes to be avoided.

If not, we can only hope that the slowly changing nature of SA society, and of the labour force, will make violence a less likely result of strike activity on the mines.

After all, the US went through an exceedingly violent phase in labour relations when its unions were establishing their presence and proving their power to employers.

No one likes to feel that violence is an inevitable by-product of the growth of unionism. But where violence does occur, it should lead to a determination to establish procedures that will avoid a recurrence.



23/9/84  
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# Was legal strike worth it, asks NUM

By Angus Macmillan

THE 90 000-strong National Union of Mineworkers has lost faith in the legal path it chose to follow in the run up to this week's strike.

General secretary Cyril Ramaphosa told Business Times he has misgivings about the conciliatory route he adopted over a three-month period before the Chamber of Mines came up with a last-minute offer on Sunday.

He said "My members are asking themselves whether doing everything above board was worth it. The police acted just as if it had been an illegal strike."

Six miners died and about 200 were injured when police opened fire on strikers at JCI's Western Areas mine on Tuesday.

Most of the 50 000 miners who struck at seven Anglo American and one GFSA mine on Monday were back at work on Tuesday.

The NUM thinks it came out well in its settlement with the Chamber. After months of intransigence, the Chamber upped its offer by an effective 2,3% just hours before the strike was due to start.

However, there is a feeling in mining circles that the union may have used its aborted legal strike as a dress rehearsal for the real thing at a later stage.

It is significant that workers on mines not involved in the dispute — at Anglo Vaal's Hartebeestfontein and Rand Mines' Durban Deep mines, for instance — joined in the strike.

Rand Mines' coal division is now in the firing line as workers at its Duvha and Rietspruit collieries in the Eastern Transvaal decide whether to strike legally or not.

# Why wait for blood to spill?

THE legal mine strike lasted a day.

Agreement between the National Union of Mineworkers and Chamber of Mines was reached at the 13th hour.

This was hailed by Anglo American as a victory for collective bargaining, which indeed it was.

That is the good news.

A wave of unofficial strikes in support of the NUM coincided with the settlement. During this unrest 16 miners died, and hundreds injured — some seriously.

The final casualty figures are not known. Nor is it known how many of the casualties resulted from police action, mine security personnel action and violence among groups of mineworkers.

What is known is that police took action with rubber bullets, buckshot, teargas and sjamboks.

Also known is the horrifying fact that the trouble lasted for about 48 hours — and in that short period more people were killed and injured than in the British Union of Mineworkers' strike, which has lasted six months.

And that strike hasn't been a gentlemanly affair.

There are those who main-

# Press

SEPTEMBER 23, 1984

SEPTEMBER 23, 1984



CYRIL RAMAPHOSA

tain that mine security officials panicked — among them NUM general secretary Cyril Ramaphosa, who said the strike committees could have dealt with the trouble without bloodshed.

This opinion was backed by spokesmen for the miners who maintained that the violence escalated after police arrived.

Violence begets violence — and this, according to reports reaching City Press, is what happened.

That is the bad news.

# A third man dies after clash at mine

Carolyn Dempster,  
Labour Reporter

Another mineworker has died, bringing the death toll to three in the latest outbreak of violence at Gencor's West Rand Consolidated Gold Mine near Krugersdorp.

Two black mineworkers are still on the critical list and four are in a serious condition in the Leratong Hospital, Mr F J Alberts, a spokesman for Gencor, said this morning.

Ten black mineworkers have died in strike unrest on Transvaal gold mines over the past week.

Violence flared between 7 pm and 8 pm on Friday as night shift workers prepared to go down one of the shafts, said Mr Alberts.

Fighting broke out between miners who wanted to stage a strike and those who wanted to go underground.

## SHELTERS BURNED

Several thatch shelters were burnt and crowds of mineworkers attempted to enter the administration block and dining halls.

Police were called in by the mine management to disperse a group of about 500 mineworkers who had begun throwing stones

while waiting for buses.

Within an hour miners returned to work. By Saturday, shifts had returned to normal.

Altogether 135 miners were admitted to hospital. Of these, 111 have already been discharged, said Mr Alberts.

At the Duvha open-cast colliery outside Witbank, 35 percent of the National Union of Mineworkers' members are set to go on a legal strike.

A strike ballot held at the Rand Mines colliery on Friday showed 344 of the union's 982 members in favour of striking.

The NUM will hold a second strike ballot at the Rand Mines Rietspruit colliery tomorrow.

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By Carolyn Dempster,  
Labour Reporter

The National Union of Mineworkers (NUM) intends suing the South African Police for action against black mineworkers during the legal and illegal strikes in the past week

About 250 miners were injured during the course of the one-day legal strike at seven Anglo American mines, and 10 mineworkers have been killed and hundreds of others injured in illegal strike spillovers

Mr Cyril Ramaphosa, general secretary of the NUM, said today the union was taking statements from witnesses and injured members and would be suing the police directly.

In a number of cases the union has disputed that mineworkers went on the rampage, causing extensive damage before

# NUM to sue <sup>Staw</sup> SA Police over <sup>25/9/84</sup> miners' injuries

the police arrived on the scene

At Western Areas gold mine, owned by the Johannesburg Consolidated Investment Company, one of the NUM's shaft stewards who works in the kitchens died after exposure to teargas and being shot at by police, said Mr Ramaphosa

Other mines hit by strikes where police were called in to control the crowds and where it is likely the NUM will sue are Gencor's Western Consolidated gold mine outside Krugersdorp, Anglovaal's Hartebeesfontein mine near Orkney, JCI's Western Areas

gold mine and Anglo American's President Brand and Western Holdings mines near Welkom

The union is to go ahead with a strike ballot at the Rietspruit open-cast colliery, owned by Rand Mines, outside Witbank today.

Out of the Rietspruit workforce of about 100 black mineworkers, NUM membership is close to 700, said Mr Ramaphosa

The wage dispute was declared in June this year when the mine's management refused to increase its basic wage offer, and the NUM stuck to its demand for a 40 percent increase

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# Another miner dies

**ANOTHER** mineworker has died, bringing the death toll to three in the latest outbreak of violence at Gencor's West Rand Consolidated Gold Mine near Krugersdorp this weekend.

Two black mineworkers are still on the critical list and four are in a serious condition in the Leratong Hospital, Mr F J Alberts, spokesman for Gencor said yesterday morning

This brings to 10 the number of black mineworkers who have died in strike unrest on Transvaal gold mines over the past week

Violence flared up at the mine on Friday night as night shift workers prepared to go down on of the shafts between 7 pm and 8 pm

Police were called in by the mine management to disperse a group of about 500 mineworkers who had gathered and had started throwing

stones while waiting for buses to take them to work

Within an hour of the action, miners had started returning to work, and by Saturday, shifts had returned to normal at the mine

Altogether 135 miners were admitted to hospital, and of these 55 have already been discharged, said Mr Alberts

At the Duvha open-cast colliery outside Witbank, 35 percent of the National Union of Mineworkers' members are set to go on a legal strike.

A strike ballot held at the Rand Mines Colliery on Friday showed 344 of the union's 982 members in favour of striking

Only 383 members voted in the ballot. Of these 344 voted yes, 27 voted no and there were 12 spoilt papers

ROOM 2519184

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# Mineworkers Union intends to sue police

By JEANETTE MINNIE

THE National Union of Mineworkers announced last night that it was going to sue the police in view of the events at Gencor's West Rand Consolidated gold mine near Krugersdorp on Friday night in which two people died and about 160 were injured.

By yesterday a third black miner had died and 30 other miners were still in hospital. The condition of two of the injured miners has been described as critical, while four were said to be in a serious condition.

The NUM has also rejected Gencor's explanation of the events that two factions of miners — those in favour of a strike and those opposed — had attacked each other.

Last night the NUM's general secretary, Mr Cyril Ramaphosa, said that management had called in the police on the basis of a rumour that a strike was to take place on Friday night.

"The police arrived before the night shift and began rounding up workers including those in hostels who were not due to go on shift. Later police opened fire on the work-

ers," Mr Ramaphosa said.

He said last night that the NUM was taking statements from workers injured in the events as well as from other workers with a view to suing the police.

● Mr Ramaphosa last night accused supervisors in the mining department of the Rand Mines-owned Duvha colliery near Witbank of making it "impossible" for many NUM members to participate in the strike ballot held on Friday.

In a poll of 59%, 344 workers voted in favour of a strike with only 27 against. There were 12 spoilt papers.

Over the weekend Rand Mines claimed the ballot showed that 65% of its workforce of 982 members were opposed to a strike.

Another strike ballot is to be held today at the Rand Mine's Rietspruit Colliery.

Although the NUM is holding the ballots, it was already entitled to hold a legal strike after the deadlock reached at official conciliation boards in August. The union went into dispute with the two Rand Mines collieries over wages in separate negotiations in June.

Sowetan 26/9/84 143

# Cusa calls summit to promote unity

By JOSHUA RABOROKO

THE Council of Unions of South Africa is to hold a two-day conference at the St Peter's Confer-

ence Centre in Hamanskraal starting on October 6.

Mr Phiroshaw Camay, the general secretary of Cusa, said that

issues to be discussed include the consolidation of unions, solidarity and trade union unity

A draft agenda of the congress has been sent to all 11 unions which are affiliated to the federation. They are expected to study it and make comments by next

week, he said

Cusa is one of the unions that have participated in the trade union unity talks for a long time

Cusa, the Federation of South African Trade Unions and several unaffiliated unions representing over 300 000 members, have finalised a draft constitution of the new federation. A sub-committee is to meet to draw up a declaration of principles

Mr Camay said that unity talks were important for the trade union movement and thanks to those who took courage and have vision to plan the talks "The new federation will be essential because the working class will be so much stronger with it. It will unite the progressive elements within the labour movement

"It will also, no doubt, draw in more unions along the way. It has the potential to de-

velop into the most significant force in South African politics and labour

"Its very existence poses a fundamental challenge to apartheid — once again the working class will be organised into one unit. Never before has the need for a strong working class been greater — especially now that the Government is trying to split the working class through its new constitution," he said



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By Carolyn Dempster,  
Labour Reporter

## Colliery workers vote for a strike

Almost 60 percent of the 1 000 black mineworkers at the Rietspruit open-cast colliery outside Witbank yesterday voted in favour of a legal strike at the mine.

A spokesman for Rand Mines, owners of the coal mine, said today that 638 of the total workforce of little more than 1 000 black mineworkers participated in the ballot held by the National Union of Mineworkers.

Out of the NUM's total membership of 692, 594 miners in categories one to eight voted in favour of striking, 18 voted against and there were 26 spoilt papers.

This means that 85 percent of NUM members at

the colliery are likely to go out on strike in support of wage demands

The dispute with Rand Mines, which bargains outside of the Chamber of Mines in respect of its Rietspruit and Duvha collieries, was declared by the NUM in June

Conciliation boards were appointed in both disputes in an attempt to

reach a settlement, but both ended in deadlock.

As an unregistered union in an industry which does not have an industrial council, the NUM was not required to hold a strike ballot on either colliery.

However, now that the ballots have been held, the way is clear for a legal strike on both mines.

The union's initial demands were for a 60 percent wage increase and Rand Mines management responded with an offer of an 11,3 percent increment

The NUM later lowered its demands to below 25 percent in the Rietspruit negotiations, said Mr Cyril Ramaphosa, general secretary of the NUM.

# Coalminers' strike looms

JUST over 59 percent of the 1 000 black mineworkers at Rietspruit open-cast colliery outside Witbank have voted in favour of a legal strike at the mine.

A spokesman for Rand Mines, owners of the coalmine, said yesterday that 638 of the total workforce of a little more than 1 000 black mineworkers participated in the ballot held by the National Union of Mineworkers

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## Increase

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SWAZILAND: A trip to spend a week from Bosmont and Coronationville

# R2-m fo

ABOUT R2-million has been earmarked for the development of Ateridgeville Ext 2, the local town council announced yesterday.

At their monthly meeting held yesterday morning, the council also announced that the Government has at last approved the prices for the sale of sites in the new area — after almost 15 months of waiting

A spokesman for the council said although they had budgetted R2-million for the building

of roads, kerage in the they were Government for the amount

Minister granted the authority to cents per sq for the use R13,96 per sq for the layout structure in residential area.

The council announced that immediately views to firm

## Heads for business . . .

TWO BLACKS — a sales manager and a former educational officer — will be among 20 men and a woman who will be issued diplomas in business management at a hotel in Pretoria tonight.

Mr Somkhulu Mgidi and Mr Isaac

Lentsoane, both of Soshanguve, will receive diplomas of the Dale Carnegie Business Management Course

The other 18 students are all whites. The ceremony is scheduled to start at 6 30 pm

# STRAIGHTEN YOUR HAIR...



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RPM 28/9/84 (143)

# Miners' union drops action over firing of 17

**Mail Reporter**

THE National Union of Mineworkers (NUM) has withdrawn its important industrial court case in which 17 workers — fired for refusing to work in an area of a mine they believed unsafe — were demanding reinstatement.

The case was regarded as a key test of the right of workers to refuse to work in conditions they considered dangerous.

The workers were fired on September 22 last year after repeatedly refusing to work in a section of the West Driefontein mine near Carletonville on the grounds that conditions were unsafe.

A Government mining engineer's inquiry subsequently found the area to be objectively safe.

The NUM pursued the case on the grounds that management had not done enough to

allay the workers' fears.

They charged management ... with committing an unfair labour practice by firing the workers.

A Gold Fields statement said that in terms of the settlement, the mine is not required to re-instate the 17 workers.

"Gold Fields views the culmination of the proceedings today as formal confirmation of the union's inability to substantiate its allegations," the company said.

Mr Cyril Rampahosa, general secretary of the NUM, said they had withdrawn the case because it was not coordinated ... due to the absence of a number of the witnesses.

"The whole question of safety still remains unresolved.

"The struggle for safety still has to continue and it will be handled by collective bargaining," he said.

## SOL KERZNER

In the *FM* last week, Sol Kerzner was referred to as MD of Southern Sun. This should, of course, have read "MD of Sun International." The *FM* regrets the error.

voting. He says support for a strike would have been far greater if these workers had cast their votes

Allen Cook, deputy head of Rand Mines' coal division, says the fact that a NUM shaft steward had asked the mine management to call off the ballot at 5pm last Friday because of a lack of interest among workers refutes Ramaphosa's claim. In addition, union stewards at both mines had signed their acceptance of the outcome.

NUM's original demands in its negotiations with the mines were for a 60% overall increase, of which 40% would be in wages. It stuck with its 40% wage demand at Duvha but dropped to 18% at Rietspruit. Management countered with an offer to increase wages by 11,7% at both mines — without changes in fringe benefits. Rand Mines implemented its wage offer on June 1, despite the union's declaration of a dispute.

Ramaphosa has not indicated if, and when, strikes will be called at the collier-

ies. Commenting on the possibility of a strike, Cook says that Rand Mines pays the highest wages in the industry and the union will be making a mistake if it believes the company will agree to pay more. He accuses NUM of unduly raising the expectations of black miners. Cook adds that if strikes occur and are protracted, management will hire a new labour force to maintain production.

Says Cook "It would be most foolish of the employees to embark on action which could jeopardise their positions with the company. They will not get anything better in the whole of the mining industry."

□ Conciliation board meetings for the disputes NUM has declared with the Chamber of Mines for Rand Refinery, Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa got underway this week and will continue next week.

## COLLIERIES

### More strike votes

The attention of the mining industry focused on Rand Mines' Duvha and Rietspruit collieries as the outcome of strike ballots conducted by National Union of Mineworkers (NUM) became known this week — with confusing results.

The ballots were held in the wake of the failure of conciliation boards to settle the wage disputes NUM had declared for both mines. In terms of SA labour law, this entitles the union to embark on legal strikes at both.

Neither Rietspruit nor Duvha is affiliated to the Chamber of Mines. However, NUM's decision to hold ballots, despite the fact that as an unregistered union it is not required by law to do so, repeats its actions in its recent goldmine dispute with the chamber.

The ballot at Duvha where NUM says it has 622 members out of the 982 employees in the work categories it is recognised to represent, took place on Friday. The vote was 344 to 27 in favour of a strike. Rand Mines says this shows that 65% of the workforce is against striking.

At Rietspruit, where NUM has 692 members out of a bargaining unit of just over 1 000, 59% of the employees voted to strike in Tuesday's ballot. In all, 638 votes were cast. Of these, 594 were "yes" votes and 18 against striking.

A war of words has broken out between Rand Mines management and the union about the Duvha ballot. NUM general secretary Cyril Ramaphosa claims that supervisors prevented some workers from

# The post mortem

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One positive factor about last week's gold mine strike was that it was over so quickly. Nonetheless, it left both the mining houses and the National Union of Mineworkers (NUM) facing an entirely new situation — the outline of which has yet to become clear.

The strike, the first legal strike by black mineworkers in SA history, was due to have affected only eight mines at which NUM is recognised — seven belonging to the Anglo American Corporation and one to Gold Fields. In the event, it spread to several other mines, leaving a trail of death, injuries and destruction. According to NUM general secretary Cyril Ramaphosa, 64 000 workers participated in the legal strike.

Expectations about the legal strike had been building up for months, since NUM and the Chamber of Mines deadlocked in their second ever annual wage negotiations.

Tensions rose when, on July 1, the traditional date on which black miners receive pay increases, the chamber decided to implement the offer NUM had rejected, arguing that the union represented only a small portion of the total mining industry workforce. The industry held its breath when this action was greeted by work stoppages at a number of collieries, but these soon settled.

Attention then focused on NUM's slow build-up to a legal strike after it again deadlocked with the chamber at a conciliation board meeting. Earlier this month the union announced that the strike would take place on September 17. It also said it would be holding a strike ballot despite the fact that as an unregistered union it was not required to do so.

This move was widely interpreted as an attempt by NUM to show the depth of its support and the 43 000 "yes" votes cast appeared to confirm this. The chamber, however, stated that the ballot was not a true test of opinion because of irregularities in the way it was conducted.

Nevertheless, the ballot results played a pivotal role in the events which preceded the legal strike. Late on the Friday afternoon before the strike was due to take

place, NUM sent a letter to the chamber informing it of the results and stating that in view of the numbers that had voted, it felt it should have talks with the chamber.

The resumption of talks raised hopes that the strike might be averted. The parties spent much of the weekend at the negotiating table and emerged with a new offer from the chamber for the seven Anglo mines which amounted to a restructuring of a previous offer to reduce working hours.

The terms of the new offer were that unskilled workers would receive a holiday leave allowance equal to half their monthly pay. This was an improvement on the R50 bonus they received if they returned to work on a new contract. Higher-skilled workers who were receiving a holiday allowance equal to 50% of their monthly wage, were offered 75%.

## Time running out

But time was running out. With the strike due to start on the Sunday evening, NUM's officials raced back to the mines to inform members about the new offer — but not all could be reached. On the Sunday night workers at 13 of the 22 shafts on the seven threatened Anglo mines did not work.

Confusion about whether NUM's members were prepared to accept the chamber's offer continued last Monday with 11 of the 22 shafts working normally. On Monday night, all but two of Anglo's mines were fully operational again.

By late Tuesday, once NUM had informed the chamber that it accepted the offer, the legal strike was over. Violence occurred at three of the Anglo mines — Vaal Reefs, Western Holdings and at President Brand, which bore the brunt of it.

Gold Fields' Kloof mine, where NUM has recognition for only about 350 clerks out of a workforce of approximately 12 000, and Anglo's Saaiplaas and Elandsrand mines were not affected by the legal strike.

But, as had been widely feared beforehand, it had a ripple effect at other mines. Anglovaal's Hartebeestfontein mine, Rand Mines' Durban Roodepoort Deep mine and Johannesburg Consolidated Investments' Western Areas mine were drawn in.

Western Areas was the scene of ugly violence in which a number of miners died. Last Friday, in what appears to have been a related event, unrest broke out at Gencor's West Rand Consolidated mine. Three miners died.

Now that the dust has settled, what exactly did the strike achieve? According to the chamber's industrial relations adviser Johann Liebenberg, two factors prevented the legal strike from being averted at the last minute: the fact that NUM's negotiating team did not have a mandate from workers to accept the renewed chamber offer; and the logistical difficulties they encountered in communicating news of the offer to members.

Liebenberg's view is that the union did not gain any more by accepting the chamber's restricted offer than it would have had it accepted the conciliation board offer made on August 13.

It had originally been offered a reduction in working hours but settled for a holiday leave scheme which was of equivalent value. In addition, the leave scheme only comes into effect on October 1 — a month later than the proposal for working hours could have been implemented.

Ramaphosa, however, disagrees with Liebenberg's interpretation. "The offer to reduce working hours would not have meant as much to our members as the leave scheme. It would only have benefited about 60% of them on any of the mines. But the leave scheme applies to the whole workforce."

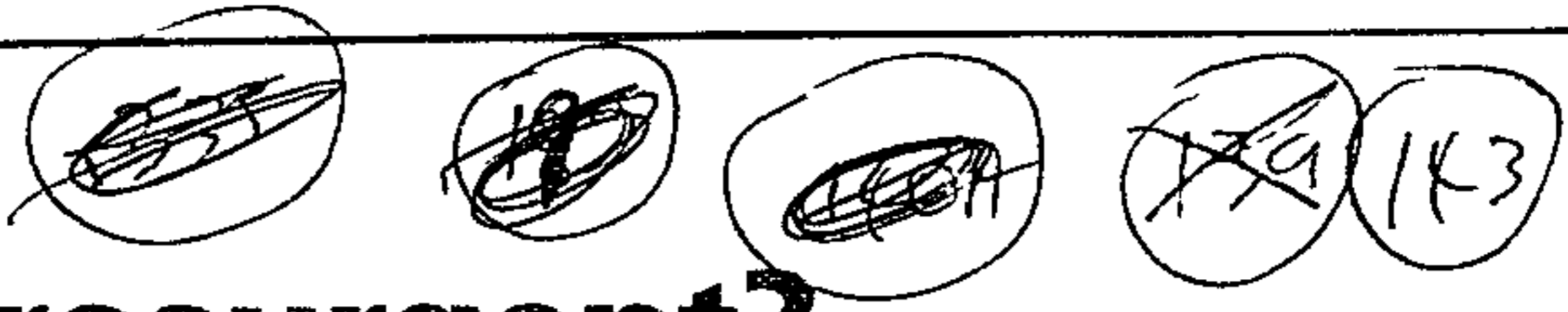
Ramaphosa says the strikes at Hartebeestfontein and Western Areas also resulted in gains for the workers.

These interpretations of the strike will no doubt continue to be debated. But what did emerge clearly is that the strength of NUM's support is far greater than many cynics had anticipated.

Ramaphosa has issued an ominous warning: "If we had had a bigger membership this year events would not have panned out as they did. Last year we were talking for 4% of the workforce, this year it was 20%. Next year it will be higher and things will be different then."

RETRENCHMENTS

# Luddism resurgent?



Motor assembly companies have been accused of failing to give sufficient consideration to the human and social costs of attempts to increase profits. The charge comes from the National Automobile and Allied Workers' Union (Naawu) following publication of figures showing that the industry is attaining the highest productivity levels since the 1981 boom.

While 1984 motor vehicle sales are expected to be the third highest ever — more than 12 000 up on last year — the average workforce is likely to be down by almost 4 500. Productivity for the first six months of the year surpassed that of 1980 and 1981 (see graph).

Hundreds of union members have been laid off and thousands of others are working short-time — or being forced to take unpaid leave while plants are temporarily closed. Ford laid off 425 workers recently and closed its three plants for a week. One of these is now working a four-day week. General Motors has retrenched 129 employees and is working a 36-hour week while Alfa Romeo has been on a four-day week since the beginning of the year.

In August Nissan decided not to renew the contracts of 240 temporary workers and is now working a three-day week. Projected workforce figures indicate that the declining trend is likely to continue for the rest of the year.

A spokesman for the National Association of Automobile Manufacturers of SA (Naamsa) says the impact of recent monetary

and fiscal measures has "regrettably led to a decline in economic activity and a fairly sharp reduction in the demand for new motor vehicles." This has forced many companies to reduce costs.

Other company sources say this is a result of the 1981 boom when most companies took on extra staff to cope with increased production. What is occurring now is a "correction" of the situation. Companies now have to make better use of labour to survive (*Business* September 14).

A Naawu spokesman describes this as "nonsense." He says "This phenomenon has less to do with the cyclical nature of the economy and more to do with investment and production patterns of the companies who look to increasing profit margins by using more productive machinery and techniques regardless of human and social costs."

### Normal procedures inadequate

He adds that the union is intensively engaged in working out ways of combating the consequences of the current "productivity drive by management." Normal retrenchment procedures are no longer seen as adequate.

Naawu recently made participation in a productivity scheme at a particular factory conditional on no jobs being lost as a result of productivity improvements. But, says the spokesman, the problem is deep-rooted and more comprehensive and permanent solutions will have to be found. Hence the

far-reaching discussions within the union.

Ford's Fred Ferreira says that the figures belie the accusation regarding the industry's lack of social concern. He argues that the relatively high employment figures in 1982 and 1983, when sales were dropping, show precisely that this concern is "foremost in the minds" of companies in the industry. This is also indicated by the regular talks on the subject held with the union. The Naamsa spokesman supports this viewpoint. "Retrenchments are a last resort, and such decisions are never taken lightly. If, however, an employer does not adapt to the prevailing situation the whole enterprise could be at risk, and this could, in the long term, lead to more rather than fewer retrenchments."

"The short working week is a responsible attempt by companies to come to terms with social problems caused by retrenchments," he adds.

He argues that it is necessary to look at sales figures in greater depth. Of this year's expected 417 500 vehicle sales, 267 352 occurred in the six months to June, before GST and interest rate increases. Prospects in the second half of 1984 are not encouraging. The industry says the creation of job opportunities remains a top priority and hopes the current high interest rates and severe monetary measures will be of short duration.

Nelis Strydom, Nissan's human resources director, says the company has negotiated an agreement with the United African Motor Workers' Union (UAMWU) whereby no permanent workers will be retrenched before the end of the year.

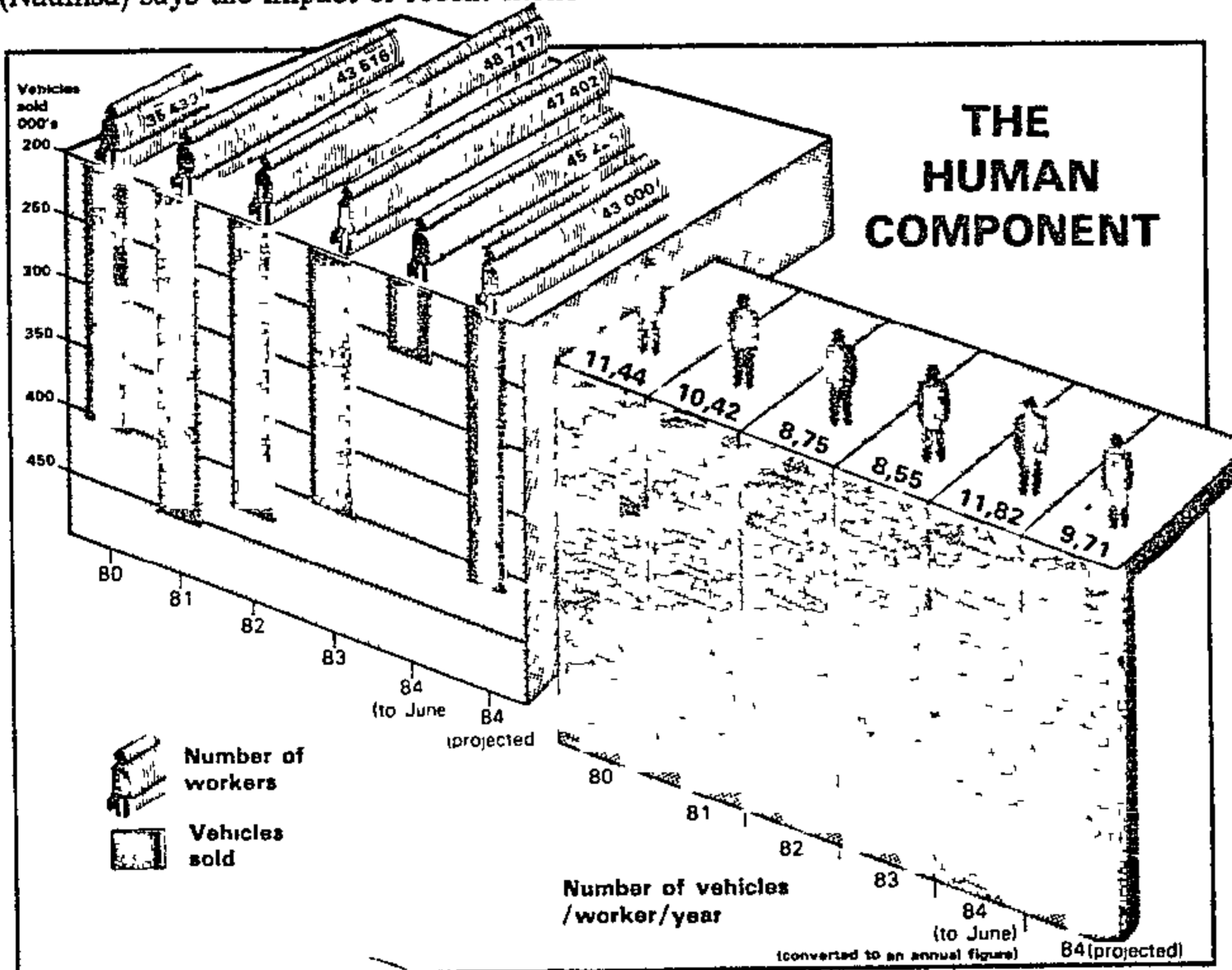
### Short-term contracts

However, the agreement allows the company to employ workers on short-term contracts. These workers' contracts are renewed only if circumstances permit. Nissan considers this to be a satisfactory solution.

The Naawu spokesman sees the short-term contract system as an "additional evil." He argues that it allows workers to accumulate a lot of service with the company — new temporary workers are often the same people who had previously been laid off — but because they are considered temporary employees they forfeit many of the normal fringe benefits.

UAMWU general secretary, Dora Nowatha, whose union has majority membership at Nissan, would not comment.

As the recession bites deeper, retrenchment promises to be a controversial issue. Unions will continue to fight for the job security of their members while com-



MINE SAFETY

West Drie settled

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FM 28/9/84

The National Union of Mineworkers (NUM) and Gold Fields this week agreed not to continue with a case which arose out of the dismissal of 17 workers who had refused to work in conditions they considered to be unsafe. As a result, the Industrial Court has dismissed the case.

The workers, who were employed on the West Driefontein mine, were fired on September 22 last year. A subsequent inquiry by the Government Mining Engineer established that the area was safe. In the interim NUM had successfully applied to the Industrial Court to order the company to temporarily reinstate the workers.

In terms of the order, management agreed to pay the workers' wages pending the final outcome of the dispute. The order was renewed a number of times, but on May 9 the court refused a further renewal.

This week's court hearing revolved around whether Gold Fields had taken adequate steps to allay the workers' fears. The union said the company had not done so and that this constituted an unfair labour practice. Now that the case has been settled, Gold Fields is not obliged to rehire the workers.

In a statement, Gold Fields said it viewed the culmination of the proceedings as formal confirmation of the union's inability to substantiate its allegations.

NUM general secretary Cyril Ramaphosa told the FM "NUM withdrew the case because it had not been well coordinated and we felt it should not continue."

"However, the struggle for safety on the mines is still unresolved and our union will continue to press for procedures to adequately regulate safety. This will mainly be done through collective bargaining," he said.

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companies attempt to maintain or improve profit levels by, among other remedies, the more productive use of labour.

Naawu is not convinced by management's arguments, which it sees as failing to address retrenchment as a long-term social and economic problem. The union sees a conflict between the industry's economic decisions and its social responsibilities. Time will tell whether the union, in its deliberations, will be able to find mutually acceptable solutions.

# Bid for improved disaster payouts

By PHILLIP VAN NIEKERK

**NATIONAL Union of Mineworkers lawyers have applied for increased compensation for dependants of the victims of the Hlobane coalmine disaster which killed 68 people**

The application — to the owners of the mine, Iscor — is believed to be the first of its kind in the mining industry for 20 years

It follows the widely-publicised inquest-inquiry into the disaster in February and the subsequent court case in which the mine was fined R400 for irregularities arising out of the blast.

In terms of the Workman's Compensation Act accident victims can claim for increased compensation if it can be proved that the accident was due to negligence on the employer's part.

The NUM application has been made on behalf of various families, but they have demanded that any award be made to apply to dependants of all the workers, a spokesman for the legal representatives said

The company has another two months to reply to the application, failing which the Workmen's Compensation Commissioner will

have to rule if there was negligence.

If awarded, the additional claims could run into millions of rands.

More than R2-million compensation — which includes pensions — is already being paid out to dependants of miners killed in the disaster, a spokesman for the Chamber of Mines said.

He said all injuries had been settled and payment to beneficiaries of 59 of the 65 black miners killed had been settled.

Another five have been almost settled while the beneficiaries of one had not yet been traced, he said.

If the commissioner finds that additional compensation should be paid the actual amounts of compensation will have to be assessed on the basis of loss of earnings and support for people who had a legal right of support by any of the dead miners

The claims would then be calculated on the difference between the full financial loss and the amount of compensation they are already receiving.

There have been no such claims in the mining industry for 20 years even though there have been 23 successful claims in the nine years from 1974 to 1983 for all industry



# JC

# Miners mourn 16 dead

30/9/84

## 16 killed



CYRIL Ramaphosa was a bitter man this week. *C. Press*

The country's first legal strike by black miners — and the accompanying unofficial strikes which left 16 dead and hundreds injured in its wake — had the National Union of Mineworkers general secretary seriously questioning the mine bosses' response to their grievances

With the strike over, after the NUM and the Chamber of Mines resolved their wage dispute, he said, desparately: "We're starting to ask ourselves whether the agreement is worth the paper it's written on... it's an agreement stained with blood"

The agreement — which comes into effect on October 1 — means unskilled workers get a holiday allowance equal to half their basic wage. Semi-skilled workers get 75 percent

But, as Mr Ramaphosa said, the new agreement was achieved at great cost

● Sixteen miners died during a week

By Z B MOLEFE and MARTIN NTSOENGOE

*278 211*  
*103*

of unrest. Nine died and 11 were injured at Johannesburg Consolidated Investments' Western Areas and Hartbeesfontein mines

Management said 99 percent of the miners were back at work yesterday, after being threatened with dismissal. Seven died and 112 were injured at Waterpan in Westonaria after police were called in.

● Nine Anglo American mines in Welkom reported 250 injured but no deaths.

● Twenty-three miners were injured at Elsburg gold mine on the East Rand when police fired rubber bullets at a group of 500 miners who stoned their vehicles.

● Two hundred miners were injured and five arrested at West Rand Durban Deep near Roodepoort after being teargassed by police. Another 50 were

To Page 2

### From Page 1

sent to the homelands. The five arrested miners appeared in court later this week on charges of public violence. But their case was postponed.

● A Rand Mines spokesperson said 80 of its miners had been sent back to the homelands when they refused to return to work

The spokesperson denied that workers had been forced to go back to work at gunpoint on Tuesday, or that they had cancelled a recognition agreement with the Black Allied Mining and Construction Workers' Union — saying

there had never been a formal recognition agreement

The spokesperson added that 115 miners were injured during the strike. Twenty-five were treated at a local hospital, but one had to be transferred to Rand Mutual Hospital with a serious eye injury

● About R2-million worth of damaged was caused to a hostel at Western Areas gold mine's northern division after 500 miners went on strike.

A mine spokesperson said half the miners went back to work. He added that some of the miners and "elected to return to their homelands"

Managements' responses to the legal and illegal strikes was varied. Anglo American spokesperson E P Gush said he believed the issue could have been resolved "peacefully, without pickets".

JCI spokesperson David Rowe came up with a new angle — he told City Press most of the injuries sustained by striking miners were not caused by the police but by "inter-tribal fighting" between those who wanted to strike and those who didn't.

The unions, however, were united in their criticism of the way mine managements responded

# Coal miners back pay strike

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C.Press 30/9/84

THE National Union of Mineworkers was back in the strike spotlight again this week as two Eastern Transvaal mines backed strike action in their ballots

Rietspruit Colliery (59 percent) and Duvha Colliery (85 percent) both posted majority strike action ballots, the union announced yesterday

NUM general secretary Cyril Ramaphosa said no date had been set for strikes at the two mines. This week's ballots were the results of a breakdown in wage talks between management and the union in August

The two mines are not

By ZB MOLEFE

included in the recent NUM agreement with the Chamber of Mines because they are not members of the Chamber

In another key development this week, a NUM withdrew an unfair labour practice complaint against the West Driefontein gold mine in the industrial court

Seventeen miners lost their jobs on September 22 last year when they refused to go underground because they considered the mine unsafe

"Our case was not well co-ordinated. But safety still remains our priority - we will handle the West Driefontein issue through collective bargaining soon," said Mr Ramaphosa

The hearing was a sequel to the court's refusal on May 9 to renew a temporary order to reinstate fired workers

Goldfields SA said it viewed this week's proceedings as formal confirmation of NUM's inability to substantiate its allegations

## A little joy for beloved country

THE Transvaal Education Department has prescribed Alan Paton's book *Cry, The Beloved Country* as a school setwork

The book was first published 36 years ago and has been prescribed as a setwork for Std 9 pupils in the Transvaal

"I hope this is a small sign that we are emerging from the Dark Ages," said Mr Paton

# 'Her killed

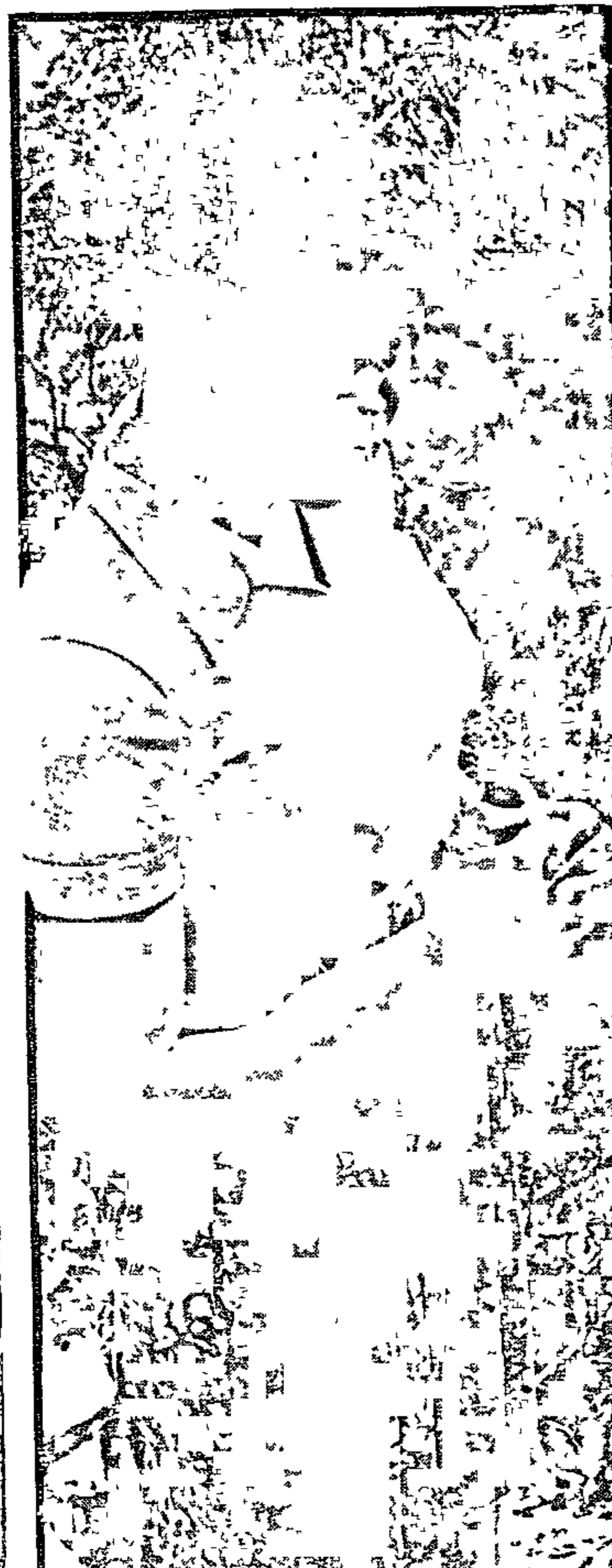
Story: BANCROFT HLATSHWAYO

THE TRUCK which crashed in Ixopo, Natal, killing 22 passengers and injuring 51, was returning from the funeral of a young girl who committed suicide on the same spot last week

Twelve-year-old Nengi

Ngcobo hanged herself after an argument with her mother - on the same cliff where 21 women and one man died this week when the truck plunged over the 350m cliff

Nengi's aunt Thulisile Ngcobo, who survived the accident, said "My



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• Mphahlele

# Blue fibres, Black death



• Mphahlele

BY ZB MOLEFE

LEBOWA Health Secretary E Mphahlele has refused to comment on the Northern Transvaal asbestos scandal which is affecting more than 200 000 people in the homeland — because "it is a sensitive issue with political overtones".

We must first have out facts about this thing. It is causing an undue disturbance. It can't be left like that. We are pushing all those concerned very hard," said Lebowa Health Director A M Makunyane.

The Government Mining Engineer's office has not responded to inquiries from City Press. The Government's Deputy Mining Engineer, D M Morris, said the newspaper should put its questions in writing. Dr Makunyane said reports on tests carried out on the dangers of asbestos have been handed to the Legislative Assembly. Trade unions with members in Northern Transvaal asbestos mines — the Black Allied Mining and Construction Workers' Union and the

National Union of Mineworkers — are concerned about this silent killer. Bantwu general secretary Pandelani Netolovhe says his union has asked medical specialists to check the files of 1 700 miners formerly employed at Penge, one of the biggest asbestos mines in the area. And NUM general secretary Cyril Ramaphosa told City Press his union plans to launch a campaign against asbestos.

Last month the Citiqualand Exploration and Finance Company, one of the industry's main

companies, revealed that Penge was still unable to meet the Government Mining Engineer's limit of two fibres a millimetre in several key areas. This followed critical Press reports of extremely high asbestos dust levels. About 780 workers at the mine were compensated between 1973 and last year.

Already an order has been issued prohibiting the manufacture of bricks from asbestos waste dumps. The Technical Advice Group is alarmed that more than 200 000 black workers in Strydpoort-

beige, from Donkerkloof through to Mmatfele, are surrounded by hundreds of killer asbestos waste dumps. There is little relief under the law for these Northern Transvaal. The Atmospheric Pollution Prevention Act of 1965 does not prescribe control of asbestos dust levels. The Mines and Works Act does not seem to offer any recourse either. "The workers have no statutory recourse under these circumstances, unlike other workers who are protected by the Workmen's Compensation

Act," said Wisnon University research officer Jean Leger. "Then only recourse would be to bring civil actions of negligence against the asbestos companies. But that would be hard to prove." Meanwhile, black workers in Mahlutane and Mmatfele are still using asbestos waste to make bricks and children are still playing in unprotected asbestos dumps. All the asbestos mines in the Strydpoortberge have been closed down but no dumps have been covered adequately.



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C.P. News

30/9/84

# Varsity PRO dies jogging

Northern Transvaal Bureau

PIETERSBURG — The director of public relations at the University of the North, Mr Dries Bekker (43), collapsed and died while jogging yesterday.

Mr Bekker, who is survived by his wife Priscilla and two daughters, is believed to have died of a heart attack.

He was educated at Warmbaths High School, Heidelberg Teachers' Training College and the University of South Africa.

Prior to his appointment as public relations officer at the university in 1977, he taught at Phalaborwa Primary School and Pietersburg High School. He also lectured at the University of the North.

# 1 100 miners face dismissal

By Carolyn Dempster, Labour Reporter

A total of 1 100 striking black mineworkers at two divisions of Johannesburg Consolidated Investment's Tavistock Collieries outside Witbank face dismissal unless they return to work today.

The strike at the Tavistock and Arthur Taylor sections of the colliery started yesterday when mineworkers

downed tools in support of a demand for a 25 per cent wage increase.

Mr M Hawarden, general manager of JCI's coal division, said the strike began at midday at Tavistock colliery.

A further 150 afternoon shift workers at the Phoenix division staged a stoppage for a few hours before returning underground.

By this morning, 1 100 mineworkers at Arthur Taylor and Tavistock

were still out on strike. The strikers had been given an ultimatum to return to work or face dismissal as they were in breach of contract, he said.

The work stoppage had been free of any violence although the workforce was "very agitated", he said.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, which claims a representative member-

ship at Tavistock Collieries, said the mine-workers had gone on strike over poor increases (16 per cent) but also because payday had been postponed from last Friday to today.

Mr Ramaphosa said the union had been refused permission to speak to its members by the mine management.

Mr Hawarden confirmed there had been a change in scheduled pay-days.

# Vereeniging robbers grab R14 000

Vereeniging Bureau

Four men, armed with pistols, screwdrivers and knives, held up the staff of a food shop in the centre of Vereeniging yesterday morning and escaped with nearly R14 500.

The shop's manager, Mr Johannes Lodewikus (Vic) Kleynhans (46), said that, just before the shop opened, he saw a man hanging around outside.

When he asked the man what

he wanted, the man said that he had left a parcel in the shop the previous day.

Seconds after he was invited into the shop to collect the parcel, another three men, armed with pistols, knives and screwdrivers, burst in.

The intruders threatened to kill Mr Kleynhans and his assistant, Miss Suzelle Kruger (22), if they did not obey orders.

Mr Kleynhans and Miss Kruger were escorted to an office in the

shop where they were forced to open the safe. The robbers helped themselves to all the notes, amounting to R14 150.

The men also took Mr Kleynhans's revolver and removed about R140 in cash from Miss Kruger's handbag. They then cut the telephone wires, unplugged the telephone and took it away.

As they fled they locked the front door behind them.

No one was hurt in the incident.

# 'Sheik's guard' for observation

By Janine Simon

A man claiming to be a former bodyguard of a Saudi Arabian sheik was yesterday sent by a Johannesburg regional magistrate for 30 days of psychiatric observation.

Mr John Boyce (27) appeared with three others on six counts of armed robbery involving more than R29 000.

He had previously told the court he had worked as a bodyguard for the "Royal Commission of Saudi Arabia".

Mr C Shubitz, who examined Mr Boyce, said he showed signs of "schizophrenic illness".

The court also accepted records from British social welfare authorities stating that Mr Boyce had been institutionalised and had attempted suicide.

Charged with him are Mr Rui da Silva da Diera (21), Mr Bernard Terblanche (23) and Mr Roger Anthony Hillier (24). The case was postponed to October 31.



Oscar-winning film director Milos Forman enjoys his first cigar after a long flight from New York, and producer Saul Zaentz relaxes after arriving in Johannesburg yesterday to promote their new film "Amadeus". The screenplay was written by Peter Shaffer from the popular stage production and the film opens in South Africa later this month. Forman won an Oscar for "One Flew Over the Cuckoo's Nest", which was also produced by Zaentz.

# Probe crash

The Department investigating the crash at Parys airfield.

Veteran glider pilot Springbok Mr (72) died in the crash.

Mr Lasch, South Africa was 22 and Cilla Martin, chairman of Publishing C.

The coup! Katherine, S. nicknamed S. cholas C. Mrs Harry C.

Mr Lasch, Gliding Club Light Plane can gliding represented in the 1950s.

## BRIEFS

### Court action delays election

A by-election in the coloured constituency of Bosmont would be held only once a court application by Mr A P Booyesen of the Freedom Party to declare him the MP had been decided, the Department of Home Affairs said.

The seat fell vacant when the candidates received the

### Soft drinks back on shelf

Thirsty shoppers will be able to get their favourite soft drinks again.

Last week soft drinks were in short supply in Johannesburg because of a work stoppage at the Coca-Cola bottling plant in Benrose last Tuesday.

A company spokesman, Mr

### Two questioned over stabbing

Two men are being questioned by detectives in Hillbrow, Johannesburg, about the stabbing in which rugby player Mr Mike Brookmee (21) died at the weekend.

He and three friends became involved in an argument with four other men on Saturday night.

### Arsonist to have treatment

A Hillbrow magistrate yesterday postponed sentence for five years after a 19-year-old unemployed barmaid had been found guilty of setting fire to her stepfather's flat.

The magistrate, Mr A H Barlow, said Theresa Wallace, of Park Mews, Catherine Street, Hillbrow, had an unhappy childhood and he post-

# 2 500 Witbank miners strike over pay move

By PHILLIP VAN NIEKERK

MORE than 2 500 coal miners went on strike at Johannesburg Consolidated Investment's Tavistock collieries near Witbank yesterday, according to the National Union of Mineworkers (NUM)

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers were objecting to a management decision to move their payday from Friday last week to today

The workers on strike were from the Phoenix section of the collieries

The NUM claims substantial membership at the mine, but has not yet been recognised Mr Ramaphosa said a union organiser had been denied access to speak to the miners during the strike

He said the workers were still out yesterday afternoon and had not yet indicated when they would return to work.

The Mail was unable to get comment from JCI late yesterday

The strike took place amid union meetings to decide a date for the pending legal strikes by workers at Rand Mines' Duvha and Rietspruit collieries. No date has been set yet

● Meanwhile, the NUM's dispute with the Chamber of Mines over pay for workers at the Rand Mutual Hospital has reached deadlock

Mr Ramaphosa said the deadlock was arrived at during the official conciliation board talks between the Chamber and the NUM aimed at resolving the dispute yesterday

And in a change of direction from previous disputes between the NUM and the chamber, it has been referred to mediation Mr Ramaphosa said both parties had agreed to take the matter to mediation before Wednesday next week

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# JCI fires 1 100 coalminers

By PHILLIP VAN NIEKERK

JOHANNESBURG Consolidated Investments yesterday fired 1 100 striking coalminers at two of its collieries near Witbank for not meeting an ultimatum to return to work, a spokesman for the company said

The miners — from the Arthur Taylor and Tavistock collieries — went on strike on Monday with more than 1 000 more from the Phoenix and South Witbank collieries over a management decision to move their September payday from last Friday to yesterday. They were also believed to be unhappy at their annual pay increases.

All the collieries are part of JCI's Tavistock group of collieries.

The JCI spokesman said that the 1 100 miners were being paid out yesterday evening because they had not met the

ultimatum to return to work in the morning.

If the company pushes ahead with the dismissals, the miners face the prospect of being sent back to the homelands.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said they were consulting their attorneys to see what they could do in the situation.

He said it was clear that management had made up its mind from the very beginning to take a hard line against the workers, who had a legitimate complaint.

"If union officials had been allowed in — instead of being barred from the mine — the situation could have been very different by now."

A JCI statement yesterday said the action began when black workers at the

Phoenix Colliery refused to report for the morning shift on Monday, but returned to work after worker representatives met with mine management.

"However, most of the morning-shift at the Tavistock Colliery downed tools at midday, and black workers at the Arthur Taylor Colliery went out on strike in the afternoon."

The statement said that "some 1 100 workers at the Tavistock and Arthur Taylor Collieries are illegally on strike, notwithstanding that they were informed by mine management the night before that they should return to work this morning or be in breach of their contracts and face dismissal."

● More labour news  
— See Page 4

## Scarred girl tells of dog attack

By JOHAN BUYS

AN eight-year-old Boksburg schoolgirl who was admitted to hospital with four fractured ribs, a perforated lung and 115 stitches on her body after being attacked by a dog, told a magistrate yesterday she could not remember much of the attack.

Stephanie Webb, daughter of Mr and Mrs Eddie Webb, of Van Heerden Drive, Parkrand, was giving evidence in the case in which the dog's owner, Mr David John Kennedy, 42, of Packer Street, Parkrand, is charged with allowing a vicious dog in a public place.

He is also charged with not having a dog licence. He pleaded not guilty.

Stephanie, a grade two pupil at St Dominic's Convent,

and Pippa Bowler, 6, were on their way to visit a friend when the dog, a Rotweiler named Max, attacked her on May 29.

She was rushed to the intensive care unit of the Johannesburg Hospital after an emergency operation in the Boksburg-Benoni Hospital.

With scars from the attack still clearly visible below her left eye, she stood next to her mother, Mrs Lorraine Webb, yesterday, to tell the court of the attack.

Stephanie, barely audible, said "I and my friend Pippa went to give a letter to Zoe Martin. The dog came out when Mr Kennedy's son, coming from school, opened the gate.

The dog came straight at me. He grabbed me by the

neck. Then a Mr Bennet came out and took the dog off me. Then I went into a bathroom in Mrs Martin's house and she took me to hospital."

Questioned by the prosecutor, Mr R de Jonge, Stephanie said "The dog bit me in my chest and on the left side of my face and on my throat and on my leg."

Asked to describe the attack in more detail, she said she could not remember much.

Pointing to the scars on her face, she said "The dog bit me there and the dog bit me in my ribs and it went into my lung."

"I was standing at the garden wall when the dog came for me."

Mr Kennedy's neighbour, Mrs Corinne Martin, said the

dog had attacked her three-year-old son Alexander a year previously.

She said "I was busy in the kitchen when I heard my daughter, Zoe, scream that Max was attacking Stephanie. I ran out and saw the dog on top of her."

"Martin Kennedy was standing on the pavement and said to me 'shoot the dog'."

Mrs Martin said she ran into the house and returned with a gas spray gun, which she sprayed at the dog, but it had no effect.

Then Mr Kennedy arrived and shouted at the dog. The dog left the girl alone.

"Stephanie was covered in blood. I rushed her to hospital."

## 56 hurt as bus crashes

CAPE TOWN — Fifty-six injured people — most of them women teachers — were rushed by ambulance to Paarl East Hospital yesterday after the bus in which they were travelling was involved in a double collision at the foot of Du Toit's Kloof Pass.

The teachers were travelling from Worcester to Cape Town in a 75-seater bus when it collided with a truck.

According to witness reports a second truck, a delivery van, then collided into the back of the bus.

A Paarl East Hospital spokesman said "Most of them have been discharged already."

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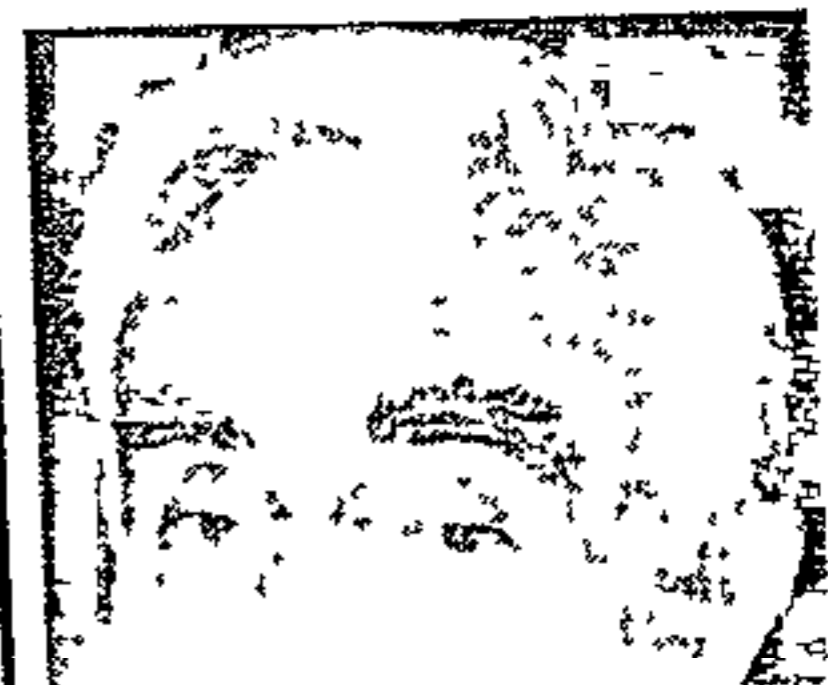
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# Coalminers still out on strike

THE strike by 2 500 black mineworkers at Johannesburg Consolidated Investment's Tavistock Collieries outside Witbank entered its second day yesterday, as strikers at two sections of the collieries refused to go underground.

The stoppage began on Monday morning when the mineworkers protested a management decision to move back pay day, and there were objections over pay increases.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, which claims a representative membership at Tavistock Collieries, said the strikers had objected when they were not paid on Friday, as is the custom.

"According to reports we have received from our members there, the mine's management gave the assurance they would be paid today (Tues-

day). However most of the men on the Tavistock and Phoenix sections of the colliery were not happy with this," he said.

The strikers were reported to be sitting quietly inside their hostels. Two other sections of the collieries holding company were continuing work as usual.

Mr Ramaphosa said the union had been refused permission to speak to its members by the mine management.

Mr P F Retief, spokesman for JCI, was unavailable for comment.

No moves have been made at the Rand Mines-owned Duvha and Riet-spruit open-cast collieries outside Witbank where strike ballots were held last week.

It is expected that legal strikes will be held at both mines, which have a combined workforce of more than 2 000, at some time during the week.

Sweeten 4/10/84

143

# Coalminers work again

Striking mineworkers at Johannesburg Consolidated Investment's Tavistock Colliery outside Witbank had all returned to work this morning, ending a two day pay strike at the mine.

None of the 1 100 mineworkers threatened with dismissal if they failed to meet Tuesday's deadline to return to work were fired, said Mr M W Hawarden, general manager of JCI's coal division.

He said the mine management had "isolated troublemakers and instigators" but otherwise everything was back to normal and the situation was encouraging.

More than 1 200 mineworkers participated in the strike at the Phoenix, Arthur Taylor and Tavistock sections of the Colliery. They were demanding a 25 percent increase as opposed to the 16 percent increases implemented last month. A change in the pay day schedule had also upset the miners.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM) said the union would be obtaining legal advice for those members whom JCI intended dismissing.



RDM 4/10/84 (143)

# Unrest probes 'private'

Mail Reporter

NO public inquiries have yet been called into the violence on goldmines in the Transvaal and Orange Free State two weeks ago which left at least 10 miners dead and hundreds injured

The violence coincided with the country's first legal strike by black miners, but was most intense at mines hit by a wave of unofficial strike action

Miners interviewed at the time and the National Union of Mineworkers blamed management and police for harsh action against the strikers while the mining houses said they had called in the police to maintain order

A spokesman for Anglo-

American — which runs at least four mines hit by clashes which left more than 250 injured — said yesterday they always investigated incidents of violence whether or not police were called in to assist

"But the investigation would not be public", he said

A spokesman for Johannesburg Consolidated Investments — owner of the Western Areas mine where seven miners died and more than 90 were injured — said they were certainly looking into the causes of the unrest, but these would not be made public

A police spokesman told the Rand Daily Mail a date

had not yet been set for the inquests into the deaths

Mr Ray Moore, a spokesman for Anglovaal — owners of Hartebeestfontein, the scene of several days of unrest — said the company would not hold a public inquiry because it was an illegal strike

The Mail was unable to get comment from Gencor, which runs West Rand Consolidated, where three workers died

Mr Wharrie Nelson, a spokesman for the Chamber of Mines, said they could not hold inquiries on member mines

"That's a matter for the houses to investigate"

# Colliery re-employs 600 miners fired after strike

By PHILLIP VAN NIEKERK  
JOHANNESBURG Consolidated Investments (JCI) yesterday re-engaged hundreds of miners at their Tavistock collieries near Witbank who were fired for striking the day before

Amid claims by the National Union of Mineworkers (NUM) that JCI were rehiring selectively, a spokesman for the company said they were re-engaging all those who had reapplied

"There is, however, a very strong possibility that there might be a few ad-hoc cases of instigators who would not be considered for re-engagement," he said

The Rand Daily Mail was unable to establish the final number of those fired, but a JCI statement yesterday

said in the morning they had rehired 600 of the 1 100 fired the day before

The JCI spokesman confirmed that teargas was used against workers on Tuesday evening, but denied claims by the NUM that police with dogs had baton-charged and fired rubber bullets at workers

"The mine security had a hassle with intimidators at one stage," he said, "and teargas was used"

Mr Cyril Ramaphosa, general secretary of the NUM, said workers were attacked while gathering peacefully and this was borne out by the fact that not a single window or piece of mine property had been damaged

"This is really getting out of hand," Mr Ramaphosa said "Management can't continue treating our mem-

bers in this way"

The JCI spokesman said the reason the company had refused the union access to the workers during the strike was that the NUM was not recognised

Meanwhile, miners interviewed yesterday said the unrest began when the company divided workers into two lines — one for Pedis, Sothos and Ndebeles and the other for Mozambicans

The Mozambicans had been kept on, while the others had been told they were being discharged and had the words "discharged for participating in an illegal strike" written in their records of service

They said after they had been dispersed by a baton-charge, many were arrested while others had scattered in terror throughout the mine

# NUM considers new offer for workers

Mall Reporter

THE National Union of Mineworkers (NUM) is considering an improved offer from the Chamber of Mines to end the dispute over pay for workers at the Rand Refinery

A Chamber of Mines statement after a conciliation board meeting with the union yesterday said NUM representatives had undertaken to report back by Thursday

This dispute is one of three declared by NUM against the chamber in July

Last week conciliation board talks between NUM

and the chamber for workers employed at the Johannesburg depot of Teba, the chamber's recruiting arm, ended in deadlock.

Workers are now entitled to a legal strike, but NUM has not yet said what it will do

The dispute between NUM and the chamber over workers employed at the Rand Mutual Hospital also ended in deadlock but has been referred to mediation

A Rand Mines spokesman said all was quiet yesterday at Ruetspruit and Duvha where most NUM members have voted to strike.

# 1 100 Marievale miners strike for pay increase

By PHILLIP VAN NIEKERK

MORE than 1 100 miners at Gencor's Marievale gold mine, near Springs, went on strike yesterday

The miners are demanding a pay increase to bring them into line with the deal negotiated between the National Union of Mineworkers (NUM) and the Chamber of Mines last month

A Gencor statement said no promises of any nature had been made to grant further increases to the workers over and above the annual increases implemented in July

A Gencor spokesman could not say whether the company would be prepared to grant the increases in the light of the fact that the NUM was recognised at the mine, and that increases had been granted at other recognised mines

The NUM-chamber settlement, reached during the country's first legal strike by black miners, only applied to the seven Anglo mines where the NUM was recognised

The separate deal involved an improvement to leave pay benefits which amounted to a 2,3% increase on the total wage bill

Even though the NUM was recognised at Marievale on July 13, union members at the mine were not party to the dispute or the settlement with the chamber for the 1984 pay increases

The Gencor statement said virtually all the workers had refused to report for work yesterday morning

It said the miners had behaved peacefully since the strike began on Monday night

The Gencor spokesman said workers had been informed that they were participating in an illegal strike which could have serious consequences "including dismissal"

However, there was no sign late yesterday when the workers would return to their jobs

The statement added that essential services on the mine, including the treatment plant, were still operating

The Rand Daily Mail was unable to get comment from the NUM yesterday, but it was reported that union officials had been denied access to the striking workers, in spite of the union being recognised at the mine

A union delegation met mine management yesterday to inform them of the causes of the strike

Sewetan 11/10/84 27 143

# Marievale miners on strike

VIRTUALLY the entire workforce of 1 160 mine-workers at Gencor's Marievale Consolidated Gold Mine outside Springs is out on strike because of dissatisfaction over wage increases. Most of the night shift

refused to go underground on Tuesday night and were joined by the morning shift yesterday morning, a spokesman for the General Mining Corporation (Gencor) said

A worker delegation

met on Tuesday with the mine management and expressed dissatisfaction with the 13,3 to 14,4 percent increases which were implemented at all Chamber of Mines mines on July 1

## Illegal

Because the statutory procedures had not been followed, the stoppage was regarded as an illegal strike by management, the Gencor spokesman added

However, the strikers have not yet been given any ultimatum, nor have they been threatened

with dismissal for failing to return to work

The National Union of Mineworkers (NUM), which represents the majority of the Marievale black workers, signed a recognition agreement with the mine shortly after the start of annual wage negotiations with the Chamber this year

Mr Cyril Ramaphosa, general secretary of the union, said the Marievale manager had told employees they would receive the same increases the NUM managed to negotiate with the Chamber

~~Star~~ ~~Star~~ (143) Star

# Striking Marievale miners back at work <sup>11/10/84</sup>

Labour Reporter

The 1 160 striking mineworkers at Gencor's Marievale Consolidated gold mine outside Springs returned to work yesterday, ending a one-day stoppage at the mine

The miners refused to go underground on Monday night and were joined by the morning shift on Tuesday. A delegation of representatives met mine management to demand increases over and above those granted to all chamber mines on July 1

According to Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM) which has a recognition agreement with the mine, mineworkers were promised they would receive whatever the union managed to achieve in negotiations

with the Chamber of Mines

However, the improved offer, accepted by the NUM after a one-day legal strike, is applicable only to seven Anglo American gold mines

The union's dispute with the chamber in respect of members at the Rand Mutual Hospital ended in deadlock after the second mediation meeting on Tuesday. Mr Ramaphosa said the dispute would now be going to arbitration

The dispute revolves around the NUM's demand for an 18 percent wage increase and a chamber offer of a 14,4 percent rise

In the disputes with Teba, the chamber's recruiting wing, and Rand Refinery, Mr Ramaphosa said the union's negotiating team would be reporting back to members during the course of the week

# Scargill union a model black miners' chief

143 E. Post 11/10/84

By PETER WALLINGTON in Johannesburg

FRIDAY night is when most people go out and enjoy themselves. Cyril Ramaphosa holds meetings.

The general secretary of the National Union of Mineworkers (NUM), who came to prominence recently in the union's wage negotiations with the Chamber of Mines, is working to build a stronger bargaining base — "like the British miners have".

He has met his British counterpart, Mr Arthur Scargill, leader of the violence-ridden strike that has closed the coal pits in Britain, but won't say what was discussed.

At the May meeting, Mr Scargill did apparently promise "moral support", and Mr Ramaphosa frankly looks to the British union as a model. "For us to win convincingly against the chamber, we have to become stronger, we need to build up a strong bargaining base like the British union has," he says.

As the NUM approaches its second birthday in December, Mr Ramaphosa, a 31-year-old lawyer, believes its stature and strength have been enhanced by its commitment to negotiating and resolving through legal channels the recent pay dispute at eight mines.

## Mr CYRIL RAMAPHOSA

The dispute — the first legal strike by black miners in South Africa — meant long hours for the softly spoken attorney.

But he did not mind. "It's a fulfilling job that offers a sense of achievement that I did not find in law. That was too mercenary for me."

Seated behind the switchboard at the NUM's Johannesburg offices, Mr Ramaphosa speaks about himself and the NUM.

Born in Soweto in November 1952, he went to school in Soweto and the Northern Transvaal, and enrolled at Turfloop University in 1972 for a B Proc degree.

In 1974 he was elected branch chairman of the now banned South African Students' Organisation (Saso). He was detained for 11 months and then denied re-entry to Turfloop in 1975.

In 1976 he registered at Unisa, but was again detained. He re-registered the next year, signed up for his articles and qualified in 1981.

But by then he was disillusioned, and began working for the legal unit of the Council of Unions of South Africa (Cusa).

Mr Ramaphosa says that at Cusa's 1982 congress it was decided to form a mineworkers' union. He was asked to head the organising committee. The National Union of Mineworkers was born in December, 1982, and he was elected its general secretary.

In its first 20 months, the NUM has signed up 90 000 members out of a total black mine workforce of 450 000. And, says Mr Ramaphosa, it is aiming to recruit up to half the workforce by next June.

The NUM's first breakthrough came in June last year when the Chamber of Mines, the country's largest mining employers' body, officially recognised the union. This was the first time in 46 years the chamber had officially recognised a black trade union of miners.

A 15% pay rise for black, coloured and Indian miners followed immediately. This year's negotiations brought a further 16.3% increase and a holiday bonus.

But there is still a long way to go. Mr Ramaphosa points out that the starting pay for a black miner is R136 a month, while that for a white miner is R900. And the most a black miner can hope to earn is about R550, while a white miner can aim for R3 000.

"We want a balance brought about here, and we want it like yesterday," he says.

Following the recent pay dispute, Mr Ramaphosa expects more resistance from the white Mine Workers' Union and the chamber itself as the NUM increases its strength.

On the plus side, he says, there has been a realisation by many miners that the NUM is prepared to fight for improvements.

Increased membership will mean greater bargaining power and being taken seriously by the chamber.

"I don't think they took us seriously," he says. "The chamber was just going through the motions until a strike was threatened. Only then was a reasonable offer forthcoming."

Mr Ramaphosa does not rule out the possibility of 'sympathy' strikes by NUM members with other striking unions. "By its very existence, a union can never shy away from politics. A worker's existence is of a political nature," he says.

He points to influx control laws controlling a worker's mobility in a "supposedly open market", inferior black education and the homeland system which deprives people of citizenship rights.

But the thousands of migrant workers, far from being the Achilles heel of the NUM, are its strength, he says. "They have nothing to lose. They don't have much stake in this country."

He believes unions are inevitably vehicles that blacks will turn to for political, social and economic change "because their legitimate political participation is denied".

Sowetan 12/10/84 ~~143~~ 143

# Miners end their strike

THE 1 160 striking mineworkers at Gencor's Marievale Consolidated Gold Mine outside Springs returned to work on Wednesday, ending a one-day stoppage at the mine.

The miners refused to go underground on Monday night and were joined by the morning shift on Tuesday. A delegation of representatives met with mine management to demand increases over and above those granted to all Chamber mines on July 1.

According to Mr Cyril Ramaphosa, General Secretary of the National Union of Mineworkers (NUM) which has a recognition agreement with the mine, mineworkers were promised they would receive whatever the union managed to achieve in negotiations with the Chamber of Mines.

However, the improved offer, accepted by the NUM after a one day legal strike, is only applicable to seven Anglo American gold mines.

The union's dispute with the chamber in respect of members at the Rand Mutual Hospital ended in deadlock after the second mediation meeting on Tuesday. Mr Ramaphosa said the dispute would now be going to arbitration.

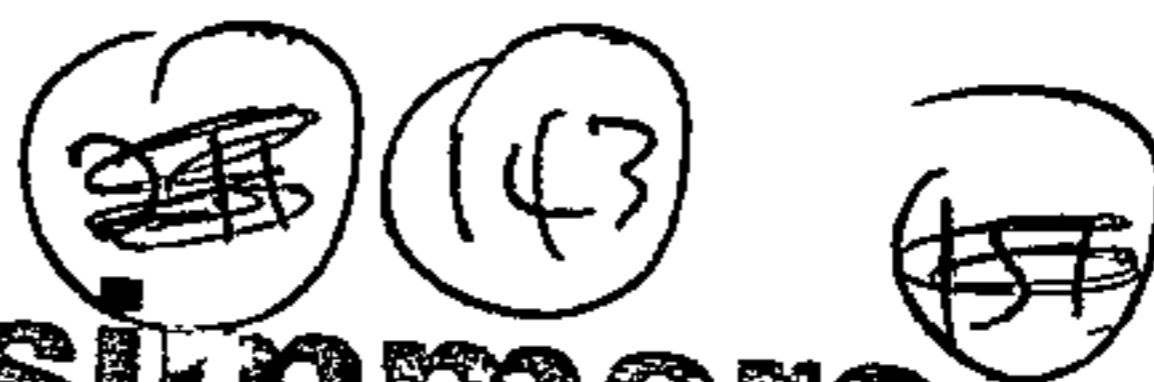
The dispute revolves around the NUM's demand for an 18 percent wage increase and a chamber offer of a 14,4 percent rise.

In the disputes with Teba, the Chamber's recruiting wing, and Rand Refinery, Mr Ramaphosa said the union's negotiating team would be reporting back to members during the course of the week.



## MINE LABOUR

# Situation **simmers**



In two conciliation board meetings last week the Chamber of Mines and the National Union of Mineworkers (NUM) failed to reach agreement on wage disputes at The Employment Bureau of Africa (Teba) and the Rand Refinery. At the latter, however, the Chamber made an "improved offer" which the union has undertaken to refer back to its membership for consideration.

Last Thursday's conciliation board meeting, which considered the Teba dispute, ended in deadlock when neither party moved from their previous positions. The NUM is demanding 18% increases while the Chamber is offering 14%. The union is to hold a report-back meeting this week where members will consider what steps to take. Teba is the Chamber's labour-recruiting arm.

On Friday the Chamber "tabled an improved offer" for Rand Refinery workers. The union's demand here is also 18%, while the Chamber was offering 9% before the conciliation board meeting. The union is to inform the Chamber by October 11 whether its members at the refinery find the new offer acceptable.

Both the NUM and the Chamber are being tight-lipped about details of the new offer. The Rand Refinery is the largest refinery in the world, processing SA's entire gold output as well as a substantial amount of silver.

### Serious consequences

A drawn-out strike could have serious consequences for the gold mining industry. However, a Chamber spokesman is optimistic that both the Teba and the Rand Refinery disputes will be settled "amicably". According to the union, over 95% of the 250 black workers at the refinery belong to the NUM while more than 500 of the 600 black Teba workers are also NUM members.

Another Chamber-NUM wage dispute, at the Rand Mutual Hospital, has been referred to mediation. The outcome will possibly be known by the end of the week.

Meanwhile, a strike occurred at the General Mining Corporation's (Gencor's) Marievale goldmine on Monday night. According to the NUM's Cyril Ramaphosa, the mine manager had promised the workers the same increases which were agreed with other Chamber mines last month. The strike began when workers discovered that their increases were, in fact, lower.

Francois Albert, Gencor's public relations officer, confirms that "most of Marievale's 1 160-strong black workforce" are participating in the strike. He says that at a meeting on Monday before the work



Mineworkers ... establishing their power base

stoppage miner's representatives expressed dissatisfaction with their wages. He points out that because the correct procedures have not been followed the strike is illegal.

SUPPORT

NDM 12/10/84 (143) (214)  
**Miners back after striking**

Mail Reporter

WORK has returned to normal at Gencor's Marievale goldmine near Springs where more than 1 100 workers went on strike this week demanding a pay increase they claimed they had been offered

A spokesman for Gencor said the workers had returned for the Tuesday night and Wednesday shifts

He would not comment on a National Union of Mineworkers (NUM) claim that the union had been refused access to the mine during the strike even though the union is recognised there

Nor would he say whether the workers had been offered increases to get them to return to work.

# Refinery strike over <sup>143</sup>

Labour Reporter

16/10/84

Star

~~23~~ ~~24~~

A one-day strike by 220 workers at the Rand Refinery near Germiston, where most of South Africa's gold is processed, ended today when the strikers agreed to return to work

The men downed tools yesterday morning after the National Union of Mineworkers (NUM) informed the Chamber of Mines its members were not prepared to accept a revised wage offer and a deadlock was declared

The union dropped its demand to an 18 percent

increase and the Chamber put forward an offer of 11 percent at the last meeting of the conciliation board in the dispute

Mr Cyril Ramaphosa, general secretary of the NUM, said the strike was legal as the union had followed the legislated conciliatory procedures before members took industrial action.

The Minister of Manpower had been informed of the deadlock at the same time as the Chamber of Mines which left the way clear for a legal strike, he added

The Chamber disputed

that the strike was legal

However, unless the Chamber comes up with an improved wage offer, it is likely the entire production force at the refinery will strike again

At the same time the NUM's dispute with the Chamber over wages and working conditions for its 400 members at the mines' recruiting arm, Teba, is still hanging in the balance

Mr Ramaphosa said the union's membership was likely to decide some time this week what action to take

# LABOUR NEWS

210 will  
get jobs  
back

## Mall Reporter

A MEAT factory in Welkom has agreed to recognise the Food Beverage Workers Union (FBWU) after workers staged a week's strike

The company, OKK Foods, agreed to recognise the union after verification of union membership, which is to take place later this week

The OKK dispute started at the beginning of the month when the company announced that it was to retrench 18 workers, and the remaining 210 at the plant went on strike

A spokesman for the union said all 210 were arrested and charged with trespassing, after they defied a management ultimatum to return to work by 9am

The workers were released after appearing in court on charges of trespassing

An agreement was reached in which the 210 workers would be reinstated without loss of benefit, but not the 18 retrenched workers

The FBWU — an affiliate of the Council of Unions of South Africa (Cusa) — has only been active in the Welkom area for a short period

# Gold refiners strike over NUM-Chamber pay row

By PHILLIP VAN NIEKERK

MORE than 220 workers at the Rand Refinery, which processes all the country's gold, went on strike yesterday after the National Union of Mineworkers (NUM) failed to agree with the Chamber of Mines on annual increases.

But there were signs last night that the workers, who make up more than 80% of the workforce at the refinery, were preparing to return to their jobs today.

The strike follows months of negotiations between the NUM and the chamber, culminating in a conciliation board meeting last week in which the union agreed to take a final offer from the chamber back to its members.

The NUM has lowered its demand to 18%, while the chamber has offered about 11%.

A letter from the NUM informing the chamber that their members had rejected the offer, but were prepared to talk further, was delivered yesterday.

Mr Johan Liebenberg, industrial relations

adviser to the chamber, said the workers downed tools at 6.37am, before it was possible to inform the Divisional Inspector of Manpower that deadlock had been reached.

Technically the strike was illegal.

But Mr Cyril Ramaphosa, general secretary of the NUM, said the strike was legal because the union had followed all the procedures since July.

Mr Liebenberg said output at the refinery had not been affected and they could maintain production for a "very long time". Mr Ramaphosa countered with "They would of course say that."

A spokesman for the chamber said last night that the workers had agreed to return today after talks with management.

Workers from the Johannesburg depot of Teba, the chamber's recruiting arm, are to decide in the next few days whether or not to strike because of a deadlock reached between the NUM and the chamber.

*Smelter 18/10/84* ~~143~~ *143*

# Miners return to work after wage agreement

By JOSHUA RABOROKO

ABOUT 200 employees at the Rand Refinery who went on strike over wages on Monday have returned to work following an agreement with management.

Both the Chamber of Mines and the National Union of Mineworkers, representing the workers have confirmed the return and said that they are still prepared to negotiate a settlement.

The Chamber and the NUM are currently involved in conciliation board talks aimed at resolving a dispute concerning the annual review of employees salaries at the refinery.

The Chamber tabled a revised offer to the union at a conciliation board meeting last week. The NUM said it would consider the offer after reporting back to its members. The union rejected the offer.

The Rand Refinery is

the largest refinery in the world, processing gold output as well as substantial amounts of silver. According to the Chamber spokesman, the strike did not have an effect on the output at the plant.

Meanwhile the conciliation board which heard The Employment Bureau of Africa (Teba) dispute with NUM deadlocked when neither party moved from their previous positions. The union is demanding an 18 percent increase while the Chamber is offering 14 percent. Teba is the Chamber's recruiting arm.

Another Chamber- NUM dispute at the Rand Mutual Hospital, has been referred to mediation. The outcome will possibly be known by the end of this week, according to spokesmen.

Several strikes occurred at the mine last month after workers had

discovered that their increases were, in fact, lower.

The NUM is going to sue the police in view of the events at Gencor's West Rand Consolidated gold mine near Krugersdorp following the death of

three miners and injury to about 160 others.

NUM's spokesman said that management had called police on the basis of a rumour that a strike was to take place. The police had later opened fire on the workers.

*Smelter 18/10/84* *(163)*

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## REFINERY STRIKE

143 (15) (21) 19/10/84

# A temporary return?

The decision by National Union of Mineworkers (NUM) members employed at Rand Refinery to return to work after striking for one day does not mean that the dispute at the refinery has been settled. Rand Refinery is SA's sole gold refining plant. It is vital to the gold mining industry.

Monday's strike occurred against the backdrop of a wage dispute between NUM and the Chamber of Mines Negotiations between the parties deadlocked some months ago with the union demanding an 18% wage increase plus other improvements in employment conditions, and the chamber making a negotiable offer of between 10% and 11% on minimum wage rates and other improvements.

At a conciliation board meeting on October 5, the chamber offered a package of 13,7% which includes wages and fringe benefits. NUM undertook to report back on the new offer. It did so early on Monday morning when it sent the chamber a letter rejecting the offer. However, NUM declared willingness to resume negotiations.

Conflicting claims have been made about the strike. The union claims that the whole plant was out with 280 workers participating and that the strike was legal because NUM had been following the prescribed channels for a legal strike. The chamber, on the other hand, says only 220 workers took part and that the strike was technically illegal because it occurred before the Department of Manpower had been informed that deadlock had been reached in the conciliation board negotiations.

The chamber also says the strike did not have any effect on the refinery's output. NUM general secretary Cyril Ramaphosa, however, told the *FM* "You would think that those workers do not do any work at all and that when they stop everything goes on as usual."

These considerations aside, the fact remains that the department has been told by both parties that deadlock has been reached. NUM can, therefore, now proceed with a legal strike at the refinery. A statement from Ramaphosa that the workers decided to resume work on Tuesday for "strategic" reasons, appears to confirm this view.

If so, this is the third time that NUM has attempted to go for the jugular vein of the gold mining industry. Late last year a threatened legal strike at Rand Refinery was averted at the eleventh hour.

□ Meanwhile, NUM has also deadlocked with the chamber at conciliation board meetings aimed at settling their wage dispute for the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm. Ramaphosa has, however, not yet indicated if and when the union will embark on a legal strike at the depot as it is now entitled to do.

An attempt to settle another dispute for Rand Mutual Hospital through mediation has also failed. By mutual agreement between NUM and the chamber, this dispute will now be decided by arbitration.

## BLACK EDUCATION

### Concession rejected

FM 19/10/84

As a result of the school boycotts, black students won two major concessions from government. Co-operation, Development and Education Minister Gerrit Viljoen announced the introduction of Student Representative Councils (SRCs) in all secondary schools and changes to the controversial age limit regulation.

Both issues were at the forefront of demands by the boycotters. It seems govern-

ment is acquiescing in a last-ditch attempt to persuade pupils to return to school as year-end exams approach.

However, Department of Education and Training (DET) spokesman Job Schoeman says government has not committed itself to a major rethink on student demands. Plans to establish "student committees" were announced in Parliament by former DET Minister Barend du Plessis in May, he says. Given the escalating unrest, government can only be criticised for dragging its heels over giving the go ahead for SRCs.

The DET claims the age limit regulation, which prevents pupils over 20 from sitting matric and over 18 from writing Standard 8, is rarely invoked. Official figures show 319 pupils have been affected so far this year. Pupils may now continue their studies if they are over the age limit unless the Director-General refuses attendance on educational or disciplinary grounds. The DET has not scrapped the regulation *per se* but retains it as a potential "threat" to students.

Progressive Federal Party spokesman Nic Olivier believes the "concessions" are unlikely to reverse the trend in the number of stayaways. "The problems in black education go far deeper than simply introducing new structures to the system," he says.

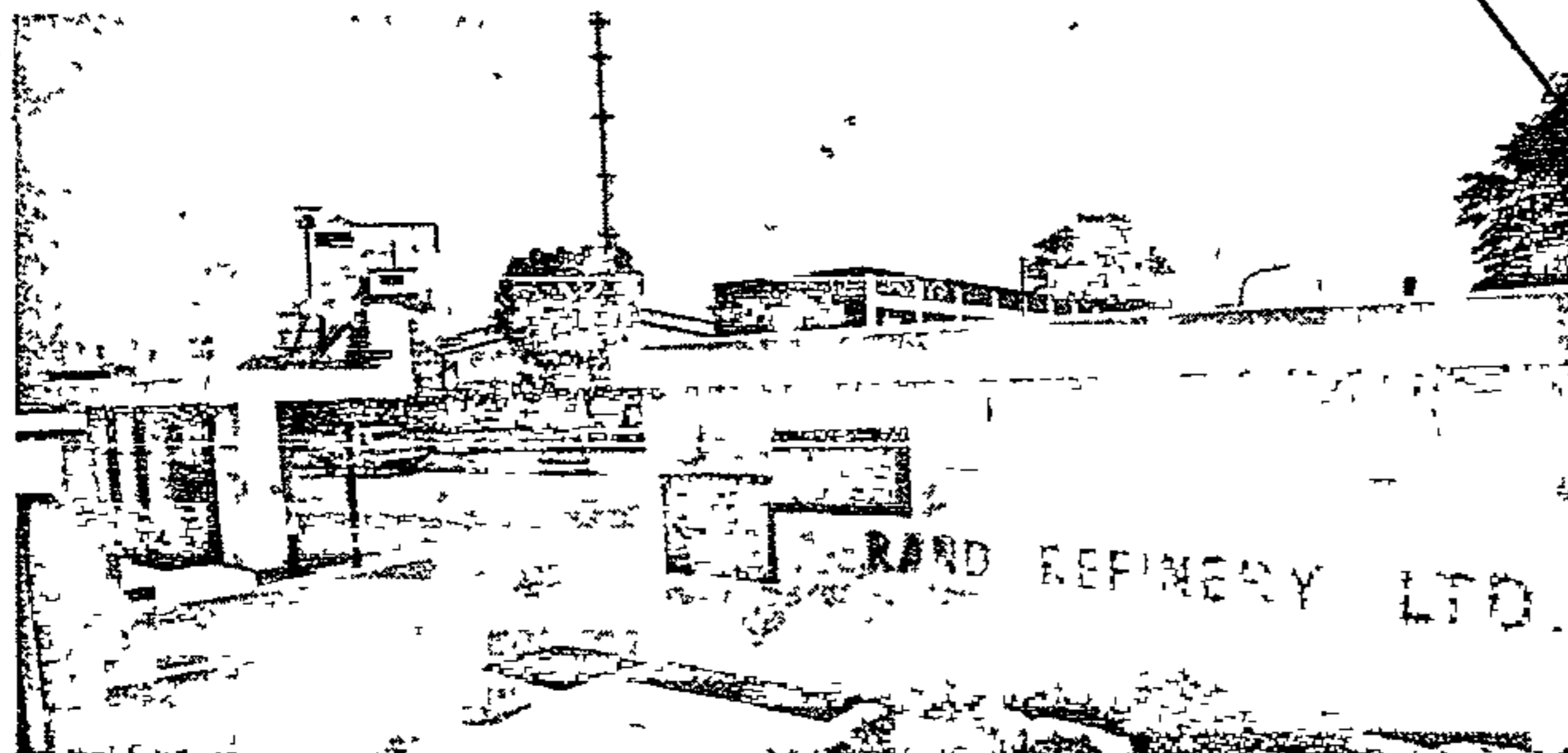
The response from student organisations and black educationists has been negative. Fanyana Mazibuko, secretary of the Teachers' Action Committee, described the changes as "cosmetic".

Fears that SRCs will be "stillborn" are already being realised. The Congress of South African Students (Cosas) urged pupils to reject a DET-drafted constitution.

This seems unreasonable. The boycotts and closure of schools has led to the worst disruption in black education since 1976. With most of the academic year already lost, Cosas could be expected to encourage pupils to return to classes and temporarily shelve their demands — however justified.

This year a record 83 400 pupils are registered to sit matric exams and it is likely the pass rate will slump to an all-time low. Since 1978 there has been a five-fold increase in the number of black matric pupils. Although the numbers have expanded dramatically, the proportion of pupils passing fell from 76,2% in 1978 to 48,3% in 1983, although there were vastly more candidates.

The trend becomes more disturbing when the results for matric with university exemption are examined. Between 1978 and 1973, the numbers sitting increased from 3 236 to 7 108, but the pass rate plunged from 33% to 9,8%.



Rand Refinery ... will it be struck again?



# DairyMaid offer is rejected by union

By Carolyn Dempster,  
Labour Reporter

19/10/84  
The Food, Beverage Workers' Union has demanded the unconditional reinstatement of 106 striking workers dismissed from the DairyMaid Icecream Corporation's Ohfantsfontein plant in February this year.

The demand has been made amid allegations that the employees were assaulted, insulted and subjected to unfair labour practices as a prelude to firing.

In a bid to settle the dispute which has been brought before the Industrial Council for the Dairy Industry, DairyMaid made an offer of R5 000 to the dismissed workers who up to last week had not found alternative employment.

The ex-gratia payment, and an offer to recognise the union and re-employ the dismissed workers should vacancies arise, was rejected by the FBWU.

Certain of the dismissed employees have a record of long service with DairyMaid, and one had worked for the company for 32 years. If DairyMaid had wanted to employ the dismissed workers, they could already have done so, argues the union.

# Company scorn for 'union breaking' claim

By PHILLIP VAN NIEKERK

TENSION is high at Anglovaal's Hartebeestfontein gold mine near Klerksdorp where the company has denied as "absolute nonsense" claims by the National Union of Mineworkers that management is "provoking a strike" to break the union.

The union says mine police have maintained a constant presence at the No 2 and 4 shaft hostels this week where a dispute has arisen over the chanting of union songs.

An NUM spokesman said workers were teargassed on Wednesday and four union members, including two shaft stewards, were arrested this week. They have been charged with disturbing the peace and face disciplinary hearings.

Mr Ray Moore, a spokesman for Anglovaal, said mine

security officials were there to maintain law and order and were only being used when there was need.

"There have been complaints by residents of the hostels that certain people are disturbing the peace late at night. If the union people go about their business in an orderly manner, then there are no problems."

Mr Moore said that as far as he knew, no teargas had been fired.

The NUM spokesman said they had agreed to stop singing the union songs on Tuesday and that the four men were arrested later during a union meeting when no songs were being sung.

He said the constant presence of mine security was provoking the workers.

The mine was among those hit by strikes last month.

ROM 19/10/84  
Union makes chilling claims

Mall Reporter

THE Food Beverage Workers' Union has charged management at the Dairy Maid plant at Verwoerdburg with committing at least 72 unfair labour practices and numerous breaches of the industrial council agreement.

The charges include assaults of, and insults, to black workers, unfair wage deductions, excessive overtime, health and safety offences, unfair dismissal, negotiating in bad faith and attempting to destroy the union.

A letter from the union's legal team to the industrial council for the ice-cream manufacturing industry said they had "never come across more disturbing allegations in a labour matter".

The company is owned by Barlow Rand.

Mr A van Rhyn, Dairy Maid's group personnel manager, yesterday described the charges as a "bit of an overstatement" and said the company "prides itself on trying to do things the right way".

Mr Van Rhyn said he was "very perturbed" at the claims, which have led to the FBWU calling for an urgent meeting of the industrial council in a bid to resolve the dispute.

The allegations follow from a dispute between the union and the company arising out of a work stoppage in February which led to the dismissal of more than 90 workers. The union is calling for their unconditional reinstatement.

In papers submitted to the industrial council, the union has alleged numerous cases of assault by white managers against black workers at the plant, including in one case in which a worker was allegedly placed on a moving conveyor belt.

Mr Van Rhyn said many of the allegations were "completely inaccurate" and they were taking immediate steps to investigate the situation.

Referring to the assaults, he said the company employed nearly 500 people and could not vouch for everyone. They had investigated and discovered there was one minor incident which had been "blown out of proportion".

# 220 miners strike ~~the~~ at Rand Refinery ~~the~~

Star

22/10

143

22/10/84

More than 220 employees at Rand Refinery near Germiston went on strike today for the second time in less than a week

A spokesman for the Chamber of Mines confirmed that the stoppage began this morning

The workers are all members of the National

Union of Mineworkers It is currently involved in a dispute with the chamber over wages and working conditions at the refinery,

Wage negotiations ended in deadlock earlier this year, and a conciliation board was appointed by the Minister of Manpower in an attempt to resolve the dispute

22/10/84

The Star Monday October

# Minister's Triomf decision angers SACWU

By Carolyn Dempster, Labour Reporter

The South African Chemical Workers' Union (SACWU) is incensed over the Minister of Manpower's rejection of an application for a conciliation board in the dispute involving 440 workers at the Triomf Fertiliser plant in Potchefstroom.

The action has effectively barred the SACWU from taking the dispute to the Industrial Court to seek the reinstatement of the dismissed workers

At a Press conference at the weekend, SACWU general secretary Mr Manem Samela said that the union would be lodging a Supreme Court appeal against the Minister's decision

## DOWNED TOOLS

Application for the conciliation board arose from the dismissal of 440 striking Triomf workers on April 13 this year. The workers refused to take part in a breathalyser test and downed tools in protest

Triomf management issued the strikers with an ultimatum — return to work by 10 am the next day or face dismissal

On April 14, when a number of the workers returned to resume their jobs, 16 were arrested by the police, and subsequently a further three were held

All were charged under the Intimidation Act, but the case was quashed in Potchefstroom's Regional Court on June 27 because the police failed to produce evidence of intimidation

Committee members present at the time of the strike have alleged that Triomf management had conferred with the police before certain strikers, among them shop stewards and union members, were arrested

# SA on path for record industrial action year

THE National Manpower Commission's annual report released last week reads like a litany of last year's facts and trends ... more than 10 months into 1984

The report shows that during 1983 there was a drop in the number of work stoppages and strikes. Already in 1984 this trend has been reversed and the country is well into a record year for industrial action.

The report shows an increase in the use of statutory machinery by emerging trade unions.

While this trend has continued into 1984, emerging unions are increasingly questioning the value of using this machinery and the trend could soon well move the other way.

The report notes that unemployment reached record levels during 1983, but that a turning point in the economic cycle had been reached, bringing with it a further improvement in the unemployment situation.

That turning point did not last long. With hundreds of thousands of school-leavers flooding onto the job market, there is little doubt that the unemployment situation is worse now than it was a year ago.

□ □ □

ONE thing to emerge from the report is that the NMC's long-awaited investigation into the conditions of domestic and agricultural workers is complete.

However, the report has been handed over to the Minister of Manpower and is unlikely to be made public before next year.

Farm and domestic workers are outside the ambit of the Labour Relations Act and are not protected by most of the legislation that governs workers in other sectors.

That this situation is unsatisfactory was recognised by Mr Fanie Botha, the then Minister of Manpower, when he launched the investigation almost three years ago.

From replies by Dr Hennie Reynders, chairman of the NMC, at a Press conference last week, it seems that the NMC is likely to recommend a mixed bag.

Because of the "peculiar" conditions relating to

the employment of farm and domestic workers, they are unlikely to be neatly slotted into labour legislation alongside other workers

□ □ □

LABOURWISE, 1984 has belonged to mineworkers

So one NMC statistic that makes interesting reading is the figure for strikes and work-stoppages. According to the report, the total number of workers in all sectors who went on strike during the whole of last year was 60 000.

In the National Union of Mineworkers' legal strike at six Anglo American mines last month at least 40 000 workers went out.

Add to that the miners who struck at Hartebeestfontein, Western Areas, West Rand Consolidated, Unsell and Durban Deep and you have a figure of more than 60 000 in one related industrial action alone.

And, in a reminder of the first dispute between the NUM and the Chamber last year, Rand Refinery workers stopped work last week.

They could return to a legal strike at anytime, while workers at the Johannesburg depot of Teba and at Rand Mines' Rietspruit and Duvha collieries are also entitled to take legal strike action.

After the failure of mediation, the NUM's dispute with the chamber over the wages of workers at the Rand Mutual Hospital has now been referred to arbitration.

So while the mining industry may have established something of a record for the number of workers out, the industry is not doing so badly for the number of disputes declared either.

# Rand Refinery men back at work today

23/10/84 Labour Reporter

The 220 striking workers at the Rand Refinery, Germiston, returned to work today after another one-day stoppage yesterday

This is the second week in a row that 90 percent of the refinery workers, all members of the National Union of Mineworkers (NUM), have downed tools for a day

The stoppages arise out of the wage dispute between the Chamber of Mines and the NUM which became deadlocked last month, causing the Minister of Manpower to appoint a conciliation board to enquire into the matter

## ULTIMATUM

NUM members at the refinery, which processes most of South Africa's gold, rejected a revised offer of a 12 percent rise by the chamber and stuck to their demand for an 18 percent increase. However, the NUM said it was still prepared to negotiate a settlement

The strikers were yesterday issued with an ultimatum to return to work by this morning or face dismissal. The warnings were circulated in the form of pamphlets

Mr Mokhesong Moloka, assistant general secretary of the NUM, said the workers were on a legal strike as the union had complied fully with all of the requirements of the Labour Relations Act

# Job warning to refinery strikers

By PHILLIP VAN NIEKERK

MORE than 220 workers on strike at the Rand Refinery on the East Rand have been warned they could face dismissal if they continue with their legal strike, which began yesterday.

Pamphlets have been distributed at the Chamber of Mines-run refinery, which processes all the country's gold, warning workers that if they are not back today, management has the right to dismiss them.

This is the second Monday in a row that the workers have gone on strike as a result of the deadlocked wage dispute between the National Union of Mineworkers (NUM) and the chamber.

Last Tuesday they returned to their jobs, but this time they were going to stay out indefinitely, an NUM spokesman said yesterday.

When the chamber and the NUM deadlocked at the official conciliation board more than a week ago, the workers were demanding an 18% pay rise while the chamber was offering 12%.

If they are dismissed, the workers face the prospect

of being "repatriated" to the homelands. Nearly all the striking workers live in a company hostel near the factory premises.

Already, the union is gearing up to take legal action on behalf of the workers if the chamber decides to dismiss them and evict them from the hostels.

The chamber — who say they have certain "contingency measures" to deal with the strike — have deemed that production in the refinery has been affected.

But the NUM says it is ridiculous to claim that 90% of the workforce can go on strike without affecting production.

Meanwhile, the refinery workers could be joined by workers from the Johannesburg depot of Teba, the recruiting arm of the chamber, who are also involved in a wage dispute with the chamber.

Teba workers were due to decide last week whether or not to press on with their legal strike, but no decision has been announced yet.

Other NUM members now entitled to strike legally are those employed at Rietspruit and Duvha, two Rand Mines-run collieries in the Eastern Transvaal.



(643) (211) (512) (277)  
**Foskor miners strike**

Staw Labour Reporter 24/10/89

About 2 000 workers at the Foskor phosphate mine outside Phalaborwa continued a two-day strike today in support of a shop steward who was suspended for allegedly sleeping on the job.

A spokesman for the National Union of Mineworkers (NUM), which claims a membership of 1 800 at the mine, confirmed that strike began early yesterday. Workers would continue their protest for as long as the shop steward remained suspended, he added. Union representatives and shaft stewards are negotiating with the mine management

REM 24/10/64  
200 workers

## back at work

Mall Reporter

MORE THAN 200 workers from the Rand Refinery on the East Rand who went on a legal strike on Monday returned to their jobs yesterday

The workers — all members of the National Union of Mineworkers (NUM) — were striking for the second time in a week over their pay dispute with management at the Chamber of Mines-run refinery

A statement from the Chamber yesterday said all workers had returned and advised management that they had now accepted the final offer which they had previously rejected

The statement said the wage increases and other improvements conditions of employment would be implemented with effect from October 1.

RFM 24/10/94 (143) (143)

# Triomf row: Union

## to appeal to court

**Mall Reporter**

THE South African Chemical Workers' Union (SACWU) is to appeal to the Supreme Court to overturn a ruling by the Minister of Manpower in a dispute with Triomf Fertiliser.

The union will ask the court to overturn the Minister's refusal to appoint a conciliation board in the dispute which was over the firing of 400 workers

The workers — from Triomf's Potchefstroom plant — were dismissed after stopping work in April in support of nine fellow-workers who refused to undergo an alcohol test

Charges of intimidation against 16 of the workers were dropped in the Potchefstroom Magistrate's Court in June.

The union applied to the

Minister in mid-July to appoint a conciliation board, alleging that the workers were locked out and that their dismissal was an unfair labour practice

Last week — they received a letter from the Minister of Manpower telling them their application had been turned down

Mr M Samela, general secretary of the SACWU, said the union would appeal to the Supreme Court to have the Minister's decision reversed.

He alleged that Triomf, whose chairman is Mr Louis Luyt, had a close relationship with the State

He said this explained the Minister's decision to block the conciliation board and the use of police to arrest workers at the time of the strike

FM 26/10/84

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would only take part in the commission's proceedings after their demands had been met. He left for Pretoria this week after strong pressure from the Portuguese government

A spokesman for commission chairman Louis Nel told the FM that there was "no indication" when the commission would meet again. The FM learnt from other sources that the next session was scheduled for early next week.

The peace efforts did get one boost this week. Malawi President Hastings Banda publicly undertook to help Maputo crush the MNR rebels operating from northern Malawi. The MNR has made extensive use of bases in Malawi, had a major communications centre there and reportedly also received substantial logistical aid from Malawian soil.

Another positive sign was that Mozambique security chief and member of its negotiating team Sergio Vieira warned his countrymen that they must accept returning rebels back into national life.

### Not happy

Diplomats and analysts say that a surprising statement by a senior SA military intelligence officer, Major-General H Roux, at last week's FCI seminar were a possible indication that not everybody in the SADF is happy with SA's peace moves in Mozambique and Angola. The general said

□ The MNR has at least 60% to 80% popular support in Mozambique. "We are not just saying this — we're very sure of our facts. Whatever they are called, they are a factor. I can't tell you that they are angels, but war is war. In the propaganda they may be called bandits, but that is not correct."

□ "After the Nkomati Accord, whether the Mozambican government likes it or not and whether the public of the world likes it or not, Renamo has been able to increase its conflict, increase the number of incidents with the Mozambique government. Furthermore it has been able to shift the emphasis or the main thrust down to Maputo province. It is a fact that about 30% of the incidents are taking place in Maputo province at the moment."

□ "The number of ships carrying arms to Angola has doubled since Nkomati. I think you will agree we cannot just sit back and look at sophistication and at numbers of weapons pouring in and knowing that the Soviet principle is one of establishing revolution and then at a certain stage, when it deems fit that the rest of the world will not react too much if it plays a little game, it has the weaponry here. We cannot allow that either," and

□ "The MPLA government will definitely have to talk to Unita in the end. There is no question about it. There are splits in Dos Santos's government. There are indications that discussions have already taken place elsewhere. But it will not lead to moonlight and roses overnight."

## RAND REFINERY

### The gold flows

Monday's legal strike by National Union of Mineworkers (NUM) members at Rand Refinery — SA's only gold refining plant — was as shortlived as the one last week. It ended after one day, signalling the end of the wage dispute which threatened the vital refinery operation.

The strike was settled when the strikers, faced with an ultimatum to return to work by Tuesday morning or be dismissed, decided to accept the wage and working conditions offer the Chamber of Mines had made at a conciliation board meeting on October 5.

According to the chamber, 200 workers participated in the strike. The settlement, which is effective from October 1, brings the wage of the lowest-paid employees at the refinery to R240/month plus food and accommodation worth at least another R90/month.

Says the chamber's industrial relations adviser, Johann Liebenberg "We are very pleased that the men accepted the offer and that we are now able to implement improvements which, because of the drawn-out negotiations, are long overdue."

Liebenberg tells the FM that the chamber's offer had not been changed at any stage. On the face of it, then, the union gained nothing from the strikes that it had not already been offered.

Despite the chamber's insistence that the offer was not changed, an NUM spokesman says that after last Monday's strike, the chamber had come up with another offer which was rejected by the refinery workers because it was less favourable than the October 5 offer. In the light of this, and because even legally striking workers are not protected against dismissal, the settlement should not be regarded as a failure.

□ There has been no comment from the union on the threatened strike at the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm.

## REMOVALS

### Calling a halt?

There is reason to hope that the final proposals for the consolidation of KwaZulu, now being prepared, may not lead to as much human misery as earlier attempts to rejig the map in Natal.

There are strong indications that government is moving away from a policy of forced removals towards a more pragmatic approach that matches resettlement with jobs.

This arises from pressures building up on Pretoria to abolish influx control in favour of a policy of "planned urbanisation". President P.W. Botha's concession of re-

sidential rights to blacks in the western Cape is indicative of the shift in attitude.

For Natal and KwaZulu, any mellowing of government's rigidly doctrinaire position on removals could have far-reaching consequences. The Commission for Co-operation and Development is putting the finishing touches to its long-awaited final report on consolidation. It has promised the docu-



**KwaZulu ... will thousands be pushed over the border?**

ment will be in government's hands by the end of the month.

There are indications that it could contain surprises.

Understandably, the matter is extremely sensitive, the Cabinet has not yet had sight of the recommendations. But commission chairman Hendrik Tempel says elements of the new thinking, especially regarding the removals issue, could be reflected in the report. "As a broad statement there could be some truth in that," he says.

However, Tempel adds any "meaningful consolidation" might necessitate "the removal of some people."

Observers take this to mean that possibly not all the 300 000 residents of the estimated 189 "black spots" — estimates made from the 1975 consolidation proposals — will be squeezed willy-nilly into KwaZulu.

Rather, official policy could be to resettle the residents of some of the more economically disadvantaged "black spots" while allowing others close to existing urban centres, and more importantly, jobs, to remain.

There is some evidence to suggest this could be the case. While KwaZulu's land quota in terms of the 1936 Land Act has already been acquired and its boundaries enlarged, many areas threatened with removal remain untouched.

Former commission member and MP for Klip River Tino Volker believes

~~143~~ 143 ~~143~~

"The bottom line of national strength is that the president must be in command, he must lead

"When a president doesn't know that submarine missiles aren't recallable, says that 70% of our forces are conventional, discovers three years into his administration that our arms-control efforts have failed, because he didn't know that most Soviet missiles were on land — these are things a president must know to command"

Unfortunately for Mondale, the pointed attacks on President Reagan's competency backfired in what was the only light-hearted moment in an otherwise extremely dry debate. When asked by one of the panel members whether or not his age — 73 years — would make it difficult for him to function under trying national security circumstances, such as the Cuban missile crisis, Reagan met the challenge head on "Not at all," said a grinning Reagan "And I want you to know that also I will not make age an issue of this campaign I am not going to exploit for political purposes my opponent's youth and inexperience"

Even Mondale joined in the laughter. The Democrat should have cried though, for from that point on, the tables turned. Gone was the stuttering, defensive president and instead, the 100m American citizens tuned into the debate saw vintage Reagan

The president defended his actions in Lebanon, Central America, and most importantly, in an ironic twist painted the "star wars" weapons build-up programme as a measure for peace

### Nuclear war

"A nuclear war cannot be won and must never be fought," said the president "And that is why we are maintaining a deterrent and trying to achieve a deterrent capacity to where no one would believe that they could start such a war and escape with limited damage"

All in all, it was a surprisingly flat debate that ended in what appeared to be a draw. Early polls conducted by the nation's networks and newspapers indicated that most of the American viewing audience gave a slight edge to the president. A CBS poll showed that 36% of the viewers thought Reagan had won, 32% gave the advantage to Mondale, and 26% were undecided.

Finally, we come back to the apparent fact that while millions of Americans sat glued in front of their television sets for the debate, the confrontation probably did not change their minds appreciably

## DISPUTES

### No joy at Triomf

Manpower Minister Pietie du Plessis has rejected an application by the SA Chemical Workers' Union (Sacwu) for the establishment of a conciliation board to consider the

reinstatement of 440 workers dismissed for striking at Triomf Fertilizer's Potchefstroom plant

The strike occurred when Triomf dismissed nine employees who were accused of refusing to undergo breathalyser tests. Last month Du Plessis approved the establishment of a board to consider the original nine dismissals, although he barred it from viewing the dismissals as an unfair labour practice (ULP). Dates for the board's meetings are still to be set.

Sacwu, an affiliate of the Council of Unions of SA, has attacked the Minister's refusal to appoint a board to consider the mass dismissals, accusing him of showing "no concern for the interests of workers"

The department's acting director general, Skippie Scheepers, describes the accusation as "totally incorrect". He also calls the union's statement "unfortunate". He says such statements are "not conducive to dispute settling and are bad for the image of the official system"

Scheepers declined to tell the FM why the Minister had decided not to appoint a conciliation board. He also declined to give reasons why the Minister had not included the possibility of an ULP in the board con-



Manpower's Du Plessis ... no need to give any reasons

sidering the nine dismissals

Scheepers says that when the Minister considers such matters he canvasses the views of all concerned and bases his decision on the available evidence and in terms of the framework of the Labour Relations Act. It could "create problems to open discussions on the reasons for these decisions," Scheepers told the FM. He points out that

the Act stipulates that the Minister is not bound to make the reasons for his decisions public

Several unions and labour lawyers have in recent weeks criticised other ministerial decisions to block the consideration of ULPs by conciliation boards, and therefore by implication the Industrial Court. They argue that these decisions render the official dispute-settling procedures unworkable and that the court should be left to decide on these issues without ministerial interference

## LABOUR RELATIONS ~~1283~~ Caught in the middle

Black personnel or industrial relations (IR) managers were a rare breed in the days when black workers did as they were told and few grievances were articulated. Today they are valued members of many personnel teams

The rationale is that because their cultural background is similar to the workers they manage, they provide a more reliable communications conduit between management and the workforce than their white counterparts. Their ability to speak workers' home tongue is an important factor

But is it? Checkers IR consultant Humphrey Oliphant doubts that the matter is as simple as that. How, he asks, can anyone on the management side of the fence claim to "understand" the black worker?

To illustrate the problem Oliphant cites an early experience he had with an employee who was about to be dismissed for stealing. The worker had professed his innocence to management. However, in the privacy of Oliphant's office he admitted his guilt in the expectation that his "black brother" would protect him

Another top black IR man believes that black personnel officers are themselves responsible for legitimising the perception that they would act as "buffers" between white executives and the workforce. Some black managers were happy to see themselves as "linkmen"

But this led to confusion about their roles. Did they represent workers or management? This particular individual says he represents neither, but rather has a duty to "maintain industrial justice in an abnormal society"

Oliphant's potential as an IR man was recognised when he served as a member of the liaison committee at the retail company where he worked. He says that the traditional white management concept of black personnel management is merely the logical extension of the induna system

According to Oliphant, black personnel managers are often appointed simply because they can communicate management's instructions down to workers. Their ability to communicate upwards is limited because many feel they can only say what

# Detainee in hospital

A DETAINEE who was the subject of an urgent court application in July while in hospital after allegedly being maltreated by police, is in hospital again. Police in Pretoria have confirmed that Umlazi resident Alfred Mkhize, 35, who has been detained under the Internal Security Act since June this year, is in hospital.

## TRIAL

But they would not disclose his condition. The three judges also gave six united democratic front leaders "The Durban Consulate Six" leave to appeal.

# Trust. Partnership Awards.

- 1. That 1 000 black teachers have participated in BP backed programmes to improve their skills to the benefit of many thousands of learners at schools throughout the country.
- 2. That the Education Trust was formed nine years ago and is dedicated to the improvement of South Africa's level of education.
- 3. That the BP Education Trust should be made through donations to the BP Education Trust should be made through universities and colleges not directly to BP.

M. L. D. ...  
 S. V. ...  
 C. ...

# Historic week for NUM men

THE NATIONAL Union of Mineworkers made history this week - it was the first time a union held two legal strikes in one week.

NUM announced early yesterday that its 300 striking members at Johannesburg's Teba Depot - the Chamber of Mines' recruiting bureau - would return to work the same day, while it re-opened negotiations with the Chamber.

The workers went on strike on Wednesday after talks between NUM

Political comment in this issue by P. Oboza and B. Cohen, news bills by P. Oboza, headlines and sub-editing by D. Nid-dre, all of 62 Elloft St Ex., JHB

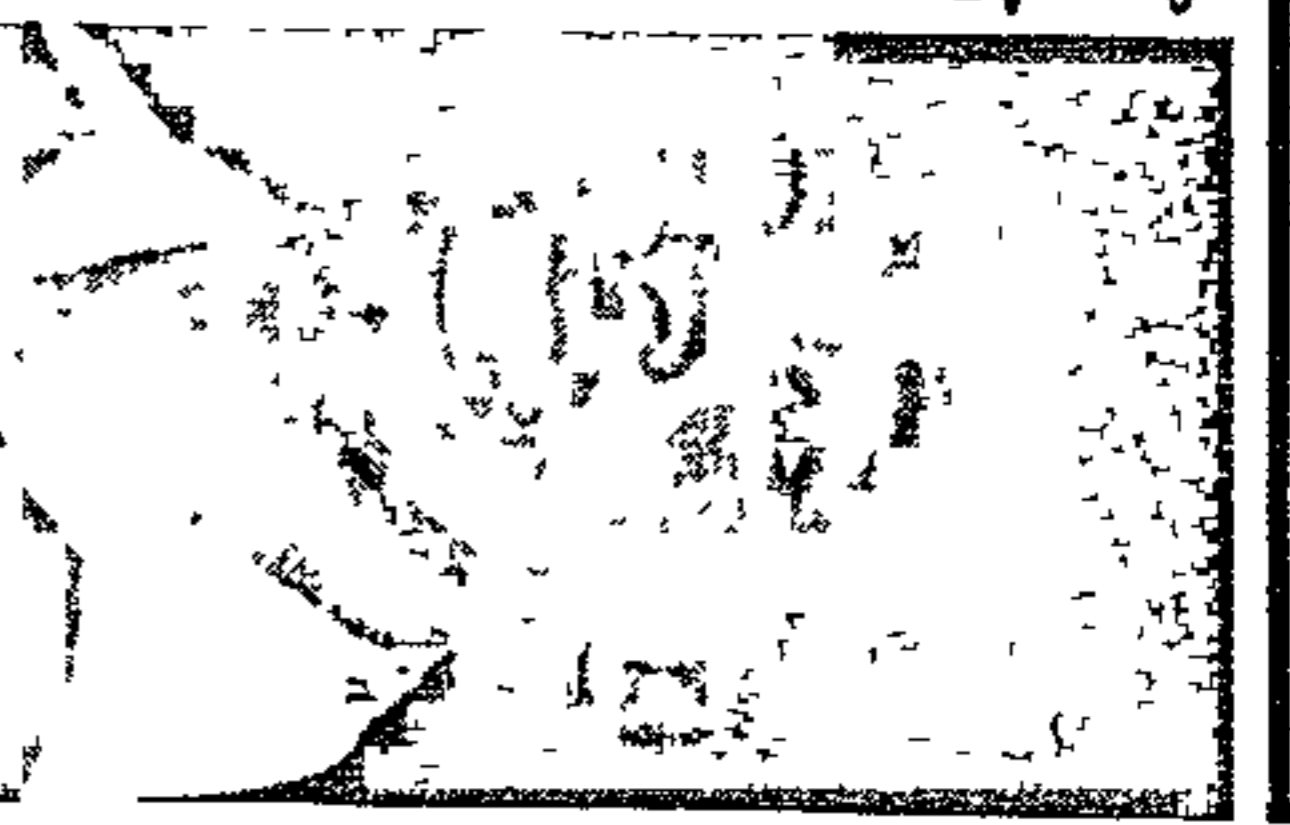
# 'I won't demolish my home'

PEYCO boss Mkhuzeli Jack may lose his home - last week, the Khayamandi council issued an order to his uncle to pull down his backyard shanty home at Zwile.

## BY MONO BADELA

Mr Ndimiso Mpendu, who lives at 12 Fumba Street, was ordered to demolish the shack within 10 days. If he doesn't he will be prosecuted in terms of the Urban Areas Act. Mr Mpendu told City Press that he was not prepared to demolish the shack because he and Mr Jack would have no place to stay.

**PRP 2 held**  
 PROGRESSIVE Federal Party MPs Molly Blackburn and Di Bishop were arrested for entering Klinglische without a permit on Wednesday.  
 Both - who are also members of the Black Sash - were given the option of paying a R20 admission of guilt fine by November 16 or appear in court on November 19.



MKHUZELI JACK, "Homeless" was behind the resistance to rent increases. Recently Mr Jack was acquitted on charges of intimidation and attempted murder.

## Rapist jailed

A 21-year-old man, Justice Mkhize, was sent to jail for six years because of his part in a gang rape of a white woman in Slangspruit outside Maritzburg. The victim, the mother of a four-year-old son, told the court that she had gone to Slangspruit with her brother to buy dagga that night other men, who had pleaded not guilty, will appear in a separate case.

RDM 29/10/84

143

THE mining industry, which at one time lagged behind in the new era of labour relations, is rapidly moving into the role of a pace setter

Last week the National Union of Mineworkers became the first union, certainly in recent times, to hold two legal strikes in one week: at Rand Refinery and at the Johannesburg depot of Teba.

It is unclear, though, what the strategy behind holding legal strikes is, what the benefits are and whether the NUM will bother with such legal niceties in future.

At both Teba and the refinery striking workers were given pamphlets warning them that if they did not return to work management had the right to dismiss them

# Miners walk out after row among unions

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers (NUM) has parted company with the rest of the Council of Unions of South Africa (Cusa) over the NUM plan to join up with a planned federation of emerging trade unions.

The rift — which holds major implications for trade union unity — arose at Cusa's annual conference at the weekend when the NUM delegation walked out over the rest of Cusa's resistance to the new federation.

The NUM has already voted to link up with the federation once it is formed.

Informed sources said the NUM had also objected to the lack of worker control at the conference, at which some unions were represented only by officials.

The NUM is by far the largest union in Cusa, but the opposition of the rest of the council will come as a blow to the moves towards a new federation, which are at an advanced stage.

Most of the country's leading emerging unions — including the Federation of South African Trade Unions (Fosatu), the Commercial, Catering and Allied Workers Union (CCAWUSA), the General Workers

Union and the Food and Canning Workers' Union — are involved in the unity moves

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday it would be premature to comment on the issue.

Mr Piroshaw Camay, general secretary of Cusa, said he was not prepared to discuss the domestic issues of the council with the Press.

"All I can say is we didn't conclude the business of the conference, and it has been postponed until November 18. After then we will be able to issue a more comprehensive statement."

Sources, however, said conference attendance was poor and four unions — including the Steel, Engineering and Allied Workers Union (Seawusa) — did not show up, while some unions were represented by two officials.

Two of the council's member unions had not paid their affiliation fees.

The NUM clashed with the rest of Cusa over its affiliation to the International Confederation of Free Trade Unions — which it regarded as an ideological compromise.

It is understood the NUM will not be in a position to disaffiliate from Cusa until after its annual conference in December.



*Sewell* *31/10/84* *(143)*

## Cusa could lose major union

THE NATIONAL Union of Mineworkers is on the verge of parting company with its parent organisation, the Council of Unions of South Africa after a fiery clash at the council's weekend conference.

A breakaway by the 90 000-member NUM, which is the largest union in the Cusa fold, would have a dra-

matic impact on both the council and the movements towards a super-federation which are currently under way

According to independent sources, the NUM took strong exception to the lack of worker representation which was highlighted by the high profile of union officials at the conference.

# NUM may split from Cusa after union row

Labour Reporter

The National Union of Mineworkers (NUM) is on the verge of parting company with its parent organisation, the Council of Unions of South Africa (Cusa), after a fiery clash at the council's weekend conference.

A breakaway by the 90 000-member NUM, the largest union in the Cusa fold, would have a dramatic impact on both the council and the movements towards a super-federation which are under way.

According to independent sources, the NUM took strong exception to the lack of worker representation which was highlighted by the number of union officials at the con-

ference.

Another bone of contention was Cusa's affiliation to the International Confederation of Free Trade Unions (ICFTU), which the NUM claimed was ideologically unsatisfactory.

But the split is not likely to occur until November 19, the date to which the council's annual conference has been postponed following the clash this weekend.

Mr Cyril Ramaphosa, general secretary of the NUM, said he could not comment on the reports, nor could he confirm that the union is likely to split from Cusa.

Mr Piroshaw Camay, general secretary of Cusa, was not available for comment.

(143) Stan. 31/10/84

# Cusa calls meeting

By JOSHUA RABOROKO

*Sowetan 2/11/84 (143)*  
THE Council of Unions of South Africa is to hold an urgent executive meeting tomorrow, in an attempt to try and resolve the crisis in the Federation, following the weekend's congress in Hammanskraal.

This claim was made by Cusa affiliates interviewed by The SOWETAN yesterday, following reports of the rift

However, Cusa's general secretary, Mr Phirashaw Camay, denied that there will be an executive meeting at the weekend. He said a

Press statement was made concerning the last congress and "there is nothing more to add"

The 90 000-strong National Union of Mineworkers (NUM) walked out of the weekend congress

NUM is strongly in support of a new federation of mine unions in the southern African region

The conference was also highlighted by the

absence of four affiliates, which include the Steel, Engineering and Allied Workers Union, and the Transport and Allied Workers Union

The general secretary of the NUM, Mr Cyril Ramaphosa, told The SOWETAN yesterday that he was not aware of the weekend meeting. He declined to comment on the recent development in the federation's ranks

Mr Camay said that the whole matter will be explained to members at the next congress which will be held on the 18th of this month at a venue still to be decided

**MAKE BIG MONEY QUICKLY**



NUM <sup>ROM</sup> walk-out <sup>5/11/84</sup>  
bodes ill for <sup>(143)</sup>  
Cusa solidarity

**LABOUR WEEK WITH  
PHILLIP VAN NIEKERK**

DIFFERENCES of opinion surfaced within the Council of Unions of South Africa (Cusa) at its annual conference on October 28 when the National Union of Mineworkers walked out.

The near-split comes near the end of a year in which divisions within the union movement have been a striking feature.

Yet, ironically, the split was over the issue of unity: the NUM was protesting against resistance within the ranks of Cusa to the new federation of emerging unions which could come on line early next year.

The NUM, which is now the largest union in the country, makes up the majority of Cusa membership.

Though the NUM was started at the initiative of Cusa little more than two years ago, its likely withdrawal from the council will greatly diminish Cusa's overall strength.

Yet if Cusa holds back from throwing in its lot with the new federation, it will be a blow to the aim of knitting all emerging unions into one super-federation.

At the moment, union officials are tight-lipped, but it appears that the odds are still good that the rest of Cusa will join up with the federation, particularly with the pressure they are receiving from the NUM.

The final decision is likely on November 18 when the postponed national conference is to be held.

## UNIONS AND POLITICS

# Behind the stayaway



Nothing that has happened in this highly traumatic year did as much to jolt white South Africa as last week's stayaway by the Transvaal's urban black community. And so it should have.

According to labour analysts, between 300 000 and 800 000 workers participated in the mass protest — making it the biggest in SA history.

It was not the violence which accompanied it that shocked. Sadly, most people have become accustomed to almost daily reports of death, mayhem and destruction. Nor was it the effective re-statement of how dependent this country is on the contribution of black workers — and how vulnerable commerce and industry are to the withdrawal of their labour. That is keenly recognised. The impact came from the realisation of exactly how deep the level of black discontent has become.

It was this factor which led union groupings like the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) as well as the independent Commercial, Catering and Allied Workers' Union (Ccaawusa) to support the call for *azikhwelwa* ("we don't ride"). As the Labour Monitoring Group (see box) has pointed out, the stayaway marks a new phase in the history of protest against apartheid — the beginning of united and concerted action by organised labour, students and community groups. And the unions are playing a key role.

The prospect of a stayaway arose when the Congress of SA Students (Cosas), an affiliate of the United Democratic Front (UDF) which has been in the thick of the education protests, called on student, community and worker organisations to get together to discuss the education crisis and civic and labour problems.

### Unrealistic demands

When it became apparent that a stayaway was on the cards it became certain that other UDF-affiliated trade unions and organisations would support it. Hence the participation of the SA Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu), both of which have long been associated with black community political issues, the Vaal Civic Association, the Federation of SA Women, the East Rand People's Organisation, the Release Mandela Committee — and other UDF organisations, although the UDF itself as a collective body was not involved. The United Mining, Metal and Allied Workers of SA (Ummawosa), which split from Fosatu's Metal and Allied Workers' Union in mid-

The effectiveness of last week's stayaway was largely attributable to the involvement of the black unions. This was the first large-scale involvement of organised labour in politics since the Wiehahn reforms — and presages new directions in black politics as a whole.

year (and is widely expected to join the UDF), also joined in.

The umbrella Transvaal Regional Stayaway Committee — which organised the protest — made demands which included the withdrawal of the army and police from the townships, and a halt to rent increases. In addition, all detainees and political prisoners were to be released, and all dismissed workers reinstated. "Unfair" GST and taxation were to be withdrawn, and there were some educational demands, too

— that student representative councils be democratically elected in black schools, and the age restrictions on black pupils be abolished, along with corporal punishment.

It was obviously unrealistic to expect that all these demands would be met. Yet, given the disparate arms of the organisations involved, it is natural that they should have been articulated.

There is no doubt that without the contribution of Cusa, which is a UDF affiliate, Ccaawusa and particularly of Fosatu, the stayaway would not have been as effective as it was. It has given rise to a perception that unions have crossed the Rubicon which divides purely union interests from political issues.

Why did Fosatu — whose almost exclusive concentration on shop-floor issues has accounted for its strength and success — become embroiled in the stayaway? Since its formation in 1979 the federation has avoided direct political action. The two notable exceptions were the one-hour nation-

## WHERE IT HIT

### Stayaway Participation Rates by Sector

% Participation	Metal	Chemical	Food	Auto, Building & Transport	Retail	Total
90-100	12	8	14	3	5	42
80-89	1	2	—	2	3	8
70-79	1	1	—	—	—	2
60-69	1	1	1	1	—	4
50-59	2	—	—	1	—	3
Below 50	7	—	5	—	—	12
Totals	24	12	20	7	8	71

Source: Labour Monitoring Group



Fosatu's Erwin ... articulating a need for 'clear protest action'

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wide work stoppage after the death in detention of trade unionist Neil Aggett in 1982, and the campaign this year against the coloured and Indian elections. Therein lies the answer.  
Says Fosatu's education secretary Alec

Erwin "Our attitude is clear. If something affects our organisation and our members we will respond. This action was undertaken because the situation in the Transvaal is very serious — in our view close to civil war — and needed clear protest action

Cosas came up with the initial student demands. We chose to back them and added other issues like getting the army out of the townships. However, we will only undertake such action in serious situations and when our members feel it is appropriate."

Some labour observers have drawn attention to other factors. They point out that one of the issues underlying the Ummawosa/Metal and Allied Workers' Union (Mawu) split was a deep-rooted dissatisfaction with Fosatu's reticence about political involvement. This is hotly denied by Erwin, who told the FM "There was division in the Mawu leadership, and corruption. But we are perfectly happy that the Ummawosa split did not relate to political issues. That was a rationalisation in hindsight on their part." Nonetheless, Erwin does acknowledge that there are tensions within Fosatu, although he says the federation does not regard these as being unhealthy.

What of the response of employers? Unions report that, barring Sasol, which in one of the biggest mass dismissals sacked 6 500 workers — decimating Fosatu's Chemical Workers' Industrial Union in the Transvaal — very few employers took action against their employees for participating in the stayaway.

According to Tony Ewer, chairman of the Transvaal Chamber of Industries' Labour Affairs Committee "A lot of soul-searching was done among employers. I think there was a lot of sympathy for the situation; many of their employees found themselves in, in view of the intimidation that took place preventing them from getting to work." Ewer stated unequivocally, however, that employer response would harden if there are any more stayaways, as has been rumoured.

In general, white reaction has been to blame it all on agitators. Then, in evaluat-

### STAYAWAY PATTERNS

Saldm

Last Monday's and Tuesday's stayaway elicited an average 60% response in the PWV area — with anything up to 800 000, and not less than 300 000 people participating. It was most successful where strong trade union organisation and community and student organisation coincided. The numbers involved in the stayaway are considerably higher if the approximately 400 000 students who boycotted school on those two days are included.

These are the findings of the Labour Monitoring Group (LMG), an academic body which has produced a preliminary analysis of the stayaway. The group used the SA Labour and Development Research Unit's directory of trade unions as its data base and attempted to contact all firms in the PWV area which have a recognition agreement with an independent union. Responses were received from 71 firms. Six firms refused to divulge information.

Other findings of the group are:  
□ Unionised factories gave overwhelming support to the stayaway with some 70% of the companies in their sample reporting a stayaway rate of over 80%.  
□ The unionised factories were concentrated in the East Rand and the Vaal — the areas where the stayaway rates were highest.

The LMG points out that even though it could not canvass the Pretoria area, because of the limitations of its sample group, it is known that the stayaway in Atteridgeville township was almost total. However, commuters from Bophuthatswana went to work as usual. The pattern was similar in Brits with township dwellers supporting the stayaway and commuters working normally.

In the areas where the stayaway was most intense — the Vaal, East Rand and Atteridgeville — school attendance was also negligible. It seems, the LMG says, that workers readily identified the demands of the students for democratically elected student representative councils with their own struggle for independent representation in the factories.

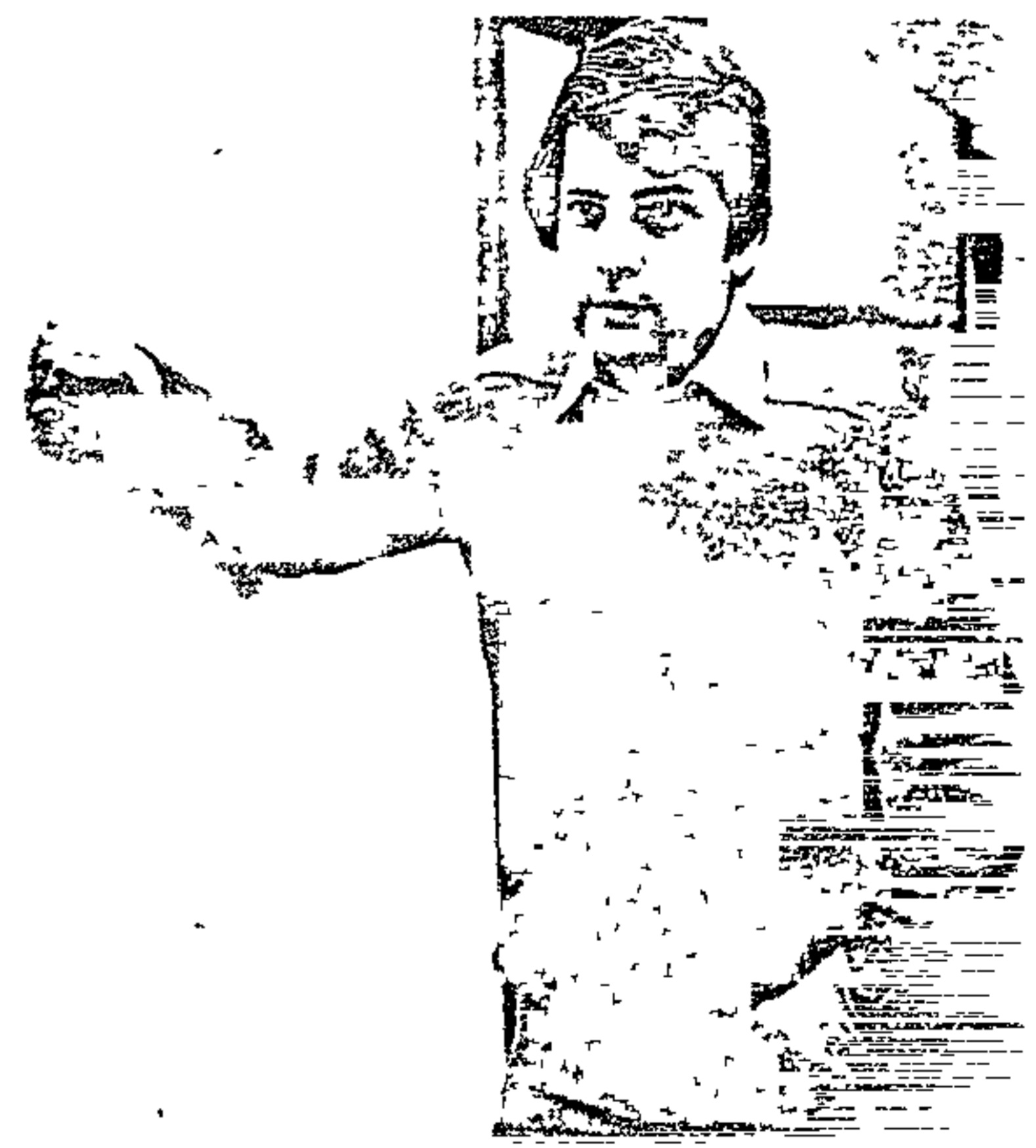
□ All sectors where unions were present were equally affected. Mining was an exception, with lack of participation being attributed to isolation from the townships and the aftermath of the recent strike.  
□ The stayaway did not weaken on the second day. 56% of establishments

maintained the same level of stayaway on both days, 20% weakened, and 24% actually intensified on Tuesday. This is seen as significant, as in the past extended stayaways have failed — such as the call for a five-day stayaway in November 1976 which simply petered out.  
□ There was no significant difference in the response of migrants and township dwellers to the stayaway. The LMG says that migrants formed a significant proportion of the workforce in nine of 71 establishments surveyed. In five of these there was more than 90% participation. The high level of migrant worker involvement, the LMG comments, suggests a critical weakening of the influence of Inkatha on the Rand. Forced to choose between loyalty to Inkatha and to their unions, many supported the stayaway. Inkatha chief Gatsha Buthelezi's vocal opposition to the stayaway call distances him even further from the mainstream of opposition in SA, the LMG claims.

□ None of the employers interviewed envisaged disciplinary action. The most common response was to deduct wages for the two days' absence. Some employers treated it as paid leave, others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full.

The LMG states that Sasol's hardline approach revealed the vulnerability of workers during a stayaway. "Most employers were taken by surprise by the success of the stayaway and were unsympathetic to what they saw as a political strike, unrelated to the workplace. Any future stayaways are likely to be met by a harsher management response. Already some employers are calling for a trimming down of the workforce, and could well use stayaways as a pretext for retrenchment."

The LMG concludes that the decision to resort to a stayaway reflects the absence of political rights for blacks, and that as long as blacks are refused access to political power the stayaway will re-emerge as a weapon. 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. A similar response in the present situation would have far-reaching international repercussions and further deepen the internal crisis.



Cusa's Camay ... stayaways highly selective

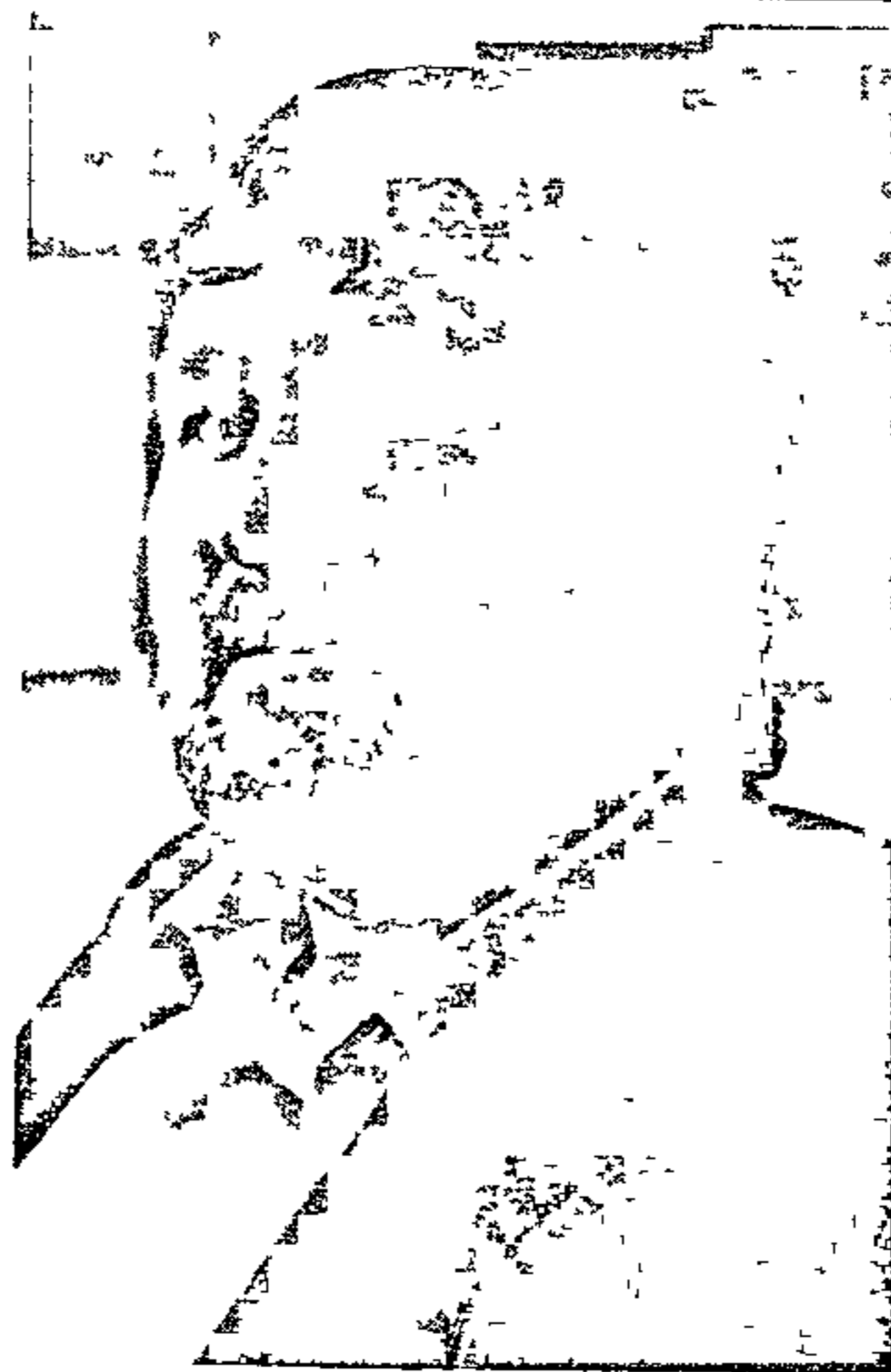
Financial Mail November 16 1984

ing what it means, to question why the black masses indulged in an action obviously against their economic interests at a time of high unemployment. And there was alarm at revolutionary statements and threats of a general strike from the Transvaal Regional Stayaway Committee's Thami Mahi (see page 56)

There was intimidation. But to focus on only that is to miss the point. Industrial sociologist Professor Eddie Webster of Wits has defined a stayaway as "a general withdrawal of labour which does not (usually) arise out of a specific work-place dispute but articulates broader political and sometimes economic demands"

Erwin states "This was action against certain government policies rather than against employers. Sasol? We expected to pay some costs. To have stood back and done nothing would have created serious problems between our members and their children"

In such a situation the fact that blacks cannot exercise their political rights in the central Parliament means that unions with black members inevitably come to articulate their grievances. This is a reality



Wits' Webster ... broad political issues involved

which no statute like the Labour Relations Act's prohibition on union affiliation to political parties can hope to quash. A basic problem is that the liberalism which has been so marked in the labour field since the Wiehahn Commission has not been matched in other spheres. "Unions everywhere in the world — but in SA in particular — are obliged to take up political issues," says Erwin.

The massive response to the stayaway has raised fears that emotions will run so high that someone will call for a general strike. But it does not follow that the large black union federations will indulge in stayaways at the drop of a hat. Says Erwin, "We don't entertain any illusions as to how difficult it is to pull off a stayaway — unlike other organisations which don't have membership on the factory floor." However, not all unions share Fosatu's sentiments. Ummawosa, for instance, told the *FM* that it would support any future stayaways.

What is pertinent is that union groupings like Fosatu and Cusa understand the limitations of stayaways. As Webster has stated, stayaways "remain demonstrations, not organised challenges... Clearly the danger

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of dismissal is considerably greater in periods of high unemployment. Finally, lacking co-ordinated organisation and the financial resources for a long strike, workers cannot stay out for long."

Cusa general secretary Phiroshaw Camay has stated "Right now another stayaway would just weaken our position. We would just lose effect if we did that. Employer attitudes would be much tougher. We cannot pursue all our demands in a stayaway. We can only use it in some instances. One uses stayaways for issues of principle and core issues. Workers have been battered for a whole year retrench-

ments, unemployment, bad pay, gst, township rents increases — it's all cumulative. There are irretrievable forces acting in our community and we needed to react to them."

Unfortunately, while there has to be law enforcement, the police do not seem to have helped matters — and the presence of the army in townships is regarded as provocative. Law and Order Minister Louis le Grange would do well to reconsider the handling of the unrest. For example, the detention of the stayaway organisers and especially of Fosatu president Chris Dlamini has only added to an inflammatory

situation

"The stayaway was a very clear show of mass discontent with specific government policies. It was the clearest and most substantial message that has got across for many decades," says Erwin.

If government ignores what happened last week it threatens the future of all South Africans. It is clearly folly to believe that homeland leaders and community councillors are the real black leaders. Like it or not, it is organisations like the African National Congress and black trade unions that really count. It is to them that government should be talking.

## FOSCHINI

# First-names and efficiency

That Foschini deserves its blue-chip status is undeniable. After all, how does one argue with a compounded earnings growth of 22% over five years? Edgars managed only 6% growth in the same period, and blue-chip Woolworths 18%. In addition, over the past two years, while the retailing recession was at its worst, Foschini has had the edge on both of these larger competitors.

As always, the reasons for the group's success are many. But among the most important must be its rare corporate culture, that combines the involvement of family ownership with the efficiency of professional, decentralised leadership in a diversified group. That chairman Stanley Lewis has been able to merge these seemingly incompatible styles is undoubtedly to his credit.

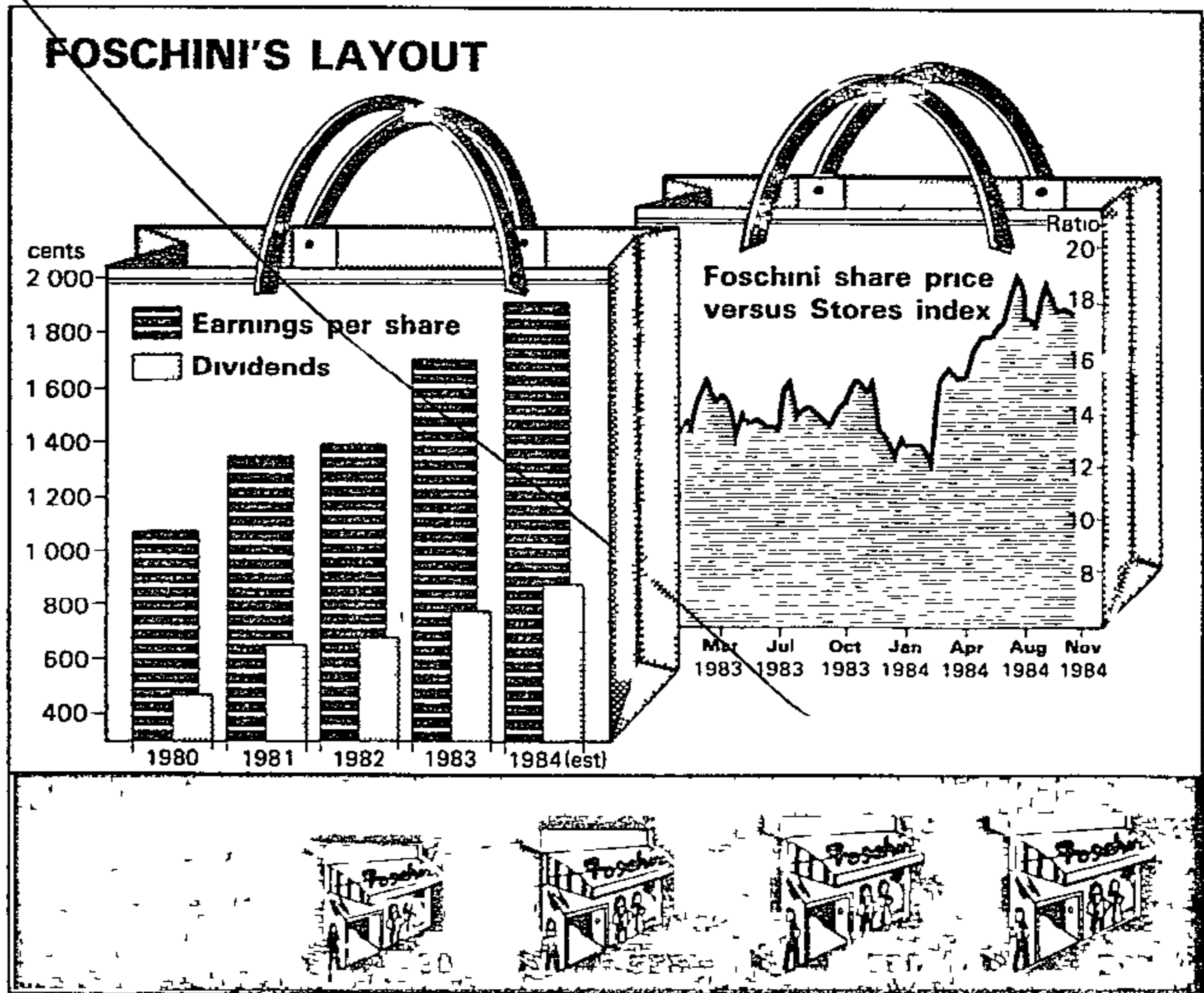
If there is one managerial quality that the clothing industry has always respected it's "gut-feel". The term describes an ability to predict — months in advance of a new season — what the fickle female public is likely to buy. But with the industry becoming more competitive, and the consumer more sophisticated, gut-feel alone can no longer ensure a successful season. The recessionary years have concentrated managements' attention on other skills.

Good marketing techniques, tight asset management and strict control over productivity have become essential adjuncts to the gut-feel quality — that, nevertheless, remains important. For companies like Foschini the computer has become an indispensable ally. The fashion world is risky, but by providing retailers with a constant flow of data, the computer has reduced some of the margin for error.

The hundreds of cashiers that staff the group's stores are, in effect, also computer operators. Each time they enter a sale, details of the garment's size, colour and style are recorded on a computer disc locked inside the cash register. At the end of each day, Foschini's central computer in Cape Town dials into the hundreds

of cash registers located throughout the country, and transfers their recorded information into its own memory bank. The data is then collated, and a printed summary of the day's sales is produced, in time to be presented the next day to Lewis, with his morning coffee, so to speak.

"We have tried to remove some of the guesswork from fashion retailing, and to replace it with effective market information," he says. For Lewis and his executives, the daily report is an essential barometer of market taste. A style which is popular in the chain's Rosebank store may be a loser in Messina, and management must react quickly to this information. The unpopular styles in Messina may be removed or allocated elsewhere, while stocks of popular styles in Messina may be increased. As the season advances, the merchandise mix in each store changes in response to local demand, and every store assumes its own identity. The system also enables each store to run at minimum stock levels, since styles which are about to run out can be





NUM 17/11/84 43  
accuses  
mine of  
unfair  
actions

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers has charged management at Tavistock collieries near Witbank with "primitive industrial relations practices" following the dismissal of hundreds of workers during a strike at the mine last month. The charges are contained in an application to the industrial court for the temporary reinstatement of 42 of the workers pending settlement of the dispute at conciliation board talks or by the court.

The union has accused the Johannesburg Consolidated Investment-owned mine of victimising Sotho-speakers and union members during the strike. A spokesman for the company said yesterday they had received the charges and would be contesting the issue, but refused to answer the specific allegations.

The 42 men were among about 600 who were dismissed and deported to Lesotho and the home-lands during the strike, over pay, in early October.

The union alleges the company refused to deal with the union during the strike and that this refusal was accompanied by the "unwarranted, unlawful and illegal use of force" and illegal use of

It says the hostels were teargassed during the strike "without reason". Some workers fled from the compound while others were "unlawfully" detained in the hostel dining room until the following day.

During the strike, the union says workers were summarily informed whether they were to be re-engaged or not. "The applicants claim the major criteria for dismissal was whether they were Sotho or members of the union. They know of no Mozambicans not re-employed."

The union claims this is an unfair labour practice. A spokesman for the company said he would comment later.

**EVERY BIG  
BUSINESS  
CONDEMNS  
RAIDS**

# 13 held in latest swoop

**THE Council of Unions of SA national executive held an emergency meeting yesterday to consider action after the detention of its general secretary and other union and student leaders.**

**General secretary Piroshaw**

Camay was raided at home by Security Police on Wednesday and taken to the council's Johannesburg offices for an extensive search.

Mr Camay's detention — condemned by Cusa as "a direct attack on the labour movement" — brought to 13 the number of confirmed detentions on the Reef since last week's two-day stayaway.

Others detained in Johannesburg and Soweto are National Union of SA Students' president Kate Phillips; Guy Berger of the Media and Research Services, Transport and General Workers' Union branch chairman Jethro Dialisa, unionist Victor Kgohe; and John Campbell of the Screen Training Project, a United Democratic Front affiliate.

So far, a massive 1 034 people have been detained since the beginning of this year, according to the De-taine's Parent's Support Committee.

"We are experiencing the worst wave of repression since 1976, reminiscent of the post-Sharpeville state of emergency," the DPSC said in a statement.

**BY ZB  
MOLEFE**

jackboot of the Security Police. One wonders who will be the next victim of the paranoia and panic."

The statement said that "in the words of Pastor Niemoller, soon there will be no one to speak up".

"We call on the people of South Africa to take a stand against this tyranny to prevent it from degenerating into an all-out state of terror," said the DPSC.

Among the other organisations which condemned the detentions were the Trade Union Council of

SA, the Afrikaanse Hand-eisinstuut, the Federated Chamber of Industries and the National Council of Women.

Tucsa said: "We believe the current tragic unrest in black urban areas cannot be resolved by violence from whatever quarter, or by detentions and bannings — only by addressing the fundamental problems facing our society."

Tucsa also condemned last week's detention of Federation of SA Trade Unions president Chris Dlamini, saying: "Such detentions are destructive to community and industrial

relations."

A joint statement by the Handeinstuut and the FCI said the private sector was deeply concerned about the detention of certain trade union leaders "at a sensitive time like the present".

"What is at stake is the harmonious and productive relationship between employers and a large portion of its workforce," the statement said.

"Industry and commerce have been actively engaged in consultation with some of the labour federations and substantial progress was being

made. These talks have now received a serious setback."

The FCI and AH urged the Government to enter into top-level discussions with key industrial, commercial and labour organisations "as soon as possible".

The National Council of Women expressed shock at the detention of Ms Phillips.

President Elise Schreiner said in a statement: "Ms Phillips was known for her dedication to the attainment of justice and peace in this country and for her abhorrence of violence."

# DETENTIONS BRIBED EMPLOYERS TO PREVENT STRIKES

By Deon Delpont

Members of the Afrikaanse Handelsinstituut (AHI), the federated Chamber of Industries (FCI) and Association of South African Chambers of Commerce (Assocom) are "very upset" at the "bad overreaction" of Minister of Law and Order Louis le Grange to a warning from the three bodies that the detentions threatened labour peace

A top-ranking labour expert said the detentions of "very senior officials of the two black trade union federations has created a climate of high conflict for the unions in which to decide whether or not to join a second stayaway and has bedevilled our relationship with them"

The three organisations said in a statement the detention of the trade union leaders was a "precipitous step that can only exacerbate a very delicate situation"

"What is fundamentally at stake are the harmonious and productive relations between employers and a large portion of their workforce"

Throughout Thursday, office bearers of the three organisations were swamped with calls from members, very supportive of the statement, and less friendly calls from Mr le Grange's office

In his reponse on Thursday night at a public meeting in Virginia, Mr le Grange said the combined statement was an "extremely serious matter which left the Government disappointed and saddened"

Mr le Grange also argued that if the three organisations had issued their protest without the backing of all their members then there had been abuse of the name of each organisation

"This was a bad overreaction on his part," said one top figure in the industrial world

His argument is crazy He was in a spot

"The normal policy is one of divide and rule but he cannot do that with the Afrikaanse Handelinstituut on the scene — that was our bullet-proof vest"

SECRET talks between top trade unionists and businessmen were interrupted by the detention this week of Piroshaw Camay general secretary of the Council of Unions of South Africa (Cusa)

Mr Camay was detained on Wednesday — "right in the middle of consultations", the industrialists said angrily

The leader of the 150 000-strong union council was a top negotiator at the talks

"Now we have no one to talk to," said Dr Johan van Zyl, executive director of the SA Federated Chamber of Industries

He said informal discussions opened with Cusa and the Federation of South African Trade Unions (Fosatu) after rumours persisted that a second, longer stayaway was being planned. The discussions were directed at preventing the occurrence of more unrest

"At the best of times it is not all that easy to talk to the trade unions, but we were making considerable progress in getting our viewpoint across that a second, longer stayaway would be very bad for all concerned," Dr van Zyl said

"Then, right in the middle of the consultations, Mr Camay was held. Suddenly the whole issue becomes very emotional and the danger exists that people won't behave rationally"

The arrest of Chris Dlamini, president of Fosatu was "almost the final straw", Dr van Zyl said

"He is president of a national labour federation that is the equivalent of our own organisation"

Unionists and employers were united in anger this week at the police action against union leaders. Grave fears were expressed that the detentions placed at risk the labour relations built up after the reforms of the Wiehahn Commission

"Normally there is not much trade unions and employers agree on, but now the entire framework of labour relations is in danger," said Dr van Zyl

A top businessman agreed "Union leaders should be back in their own communities trying to calm the people down. They would be doing a lot more good there"

This week, as the country's major employer bodies prepared to meet the Minister of Law and Order, Louis le Grange to discuss the wave of detentions, businessmen expressed fears that a second stayaway supported by the unions would be disastrous

"Employers will simply not be as sympathetic during a second stayaway, especially after what happened at Sasol" an industrialist said

"People will be fired in their thousands or ten thousands and this could lead to a bloodbath. Other people will get in on the act, the criminal elements and the thugs, then the police will get involved and we will have a very ugly situation"

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TALKS

VII

KAM 20/11/74 □ □ ~~20/11/74~~  
RECENT labour talks between South Africa and Mozambique have underlined a growing belief that greater numbers of Mozambican workers could be employed on South African mines

The suspicion that some mining employers actually prefer Mozambican labour was underlined last week in the National Union of Mineworkers' case against Johannesburg Consolidated Investments' Tavistock collieries

The NUM has brought an application to the Industrial Court for the temporary reinstatement of 42 workers dismissed from the mine and repatriated to Lesotho and various homelands

Among a long list of alleged unfair labour practices, the NUM claims that the workers were selectively dismissed on the grounds of being union members and their ethnicity

"The applicants claim the major criteria for dismissal was whether they were Sotho or members of the union. They know of no Mozambicans not re-employed," according to the NUM.

The mine is also charged with refusing to deal with the union during the strike, teargassing the hostel without reason and illegally detaining workers in the hostel dining room for a day.

The company says it will contest the charges.

# Release unionists, says Cusa

By JOSHUA RABOROKO

THE COUNCIL of Unions of South Africa (Cusa) has called on the South African Government to withdraw the police and army from black townships and to release all trade unionists detained under security legislation.

This resolution was adopted at Cusa's second annual conference which was attended by all member-affiliates, in Johannesburg at the weekend

The congress was a sequel to the postponed earlier meeting in Hamanskraal where the National Union of Mineworkers (NUM) staged a walk-out

The conference at the weekend took place after Cusa's general secretary, Mr Phirashaw Camay, was detained under security legislation

In a statement the union said it condemned the detention of Camay and all other detained trade unionists

Delegates at the conference reaffirmed Cusa's policy of worker control and observed that, since "we as black people are economically exploited, socially discriminated against and militarily oppressed, there is a greater need for the unity of all workers"

Cusa unanimously confirmed Mr Camay's position as general secretary, but because he is currently in detention, Mr Mahlomola Skhosana was appointed acting general secretary

*Section 21/11/1974 143*

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THE COUNCIL OF UNIONS OF SOUTH AFRICA  
is held for the

Sweeten 22/11/84

# Unions slate British miners

TWO trade unions in the mining industry have condemned and called on British coal miners, recruited to work in South African mines, to return home because their presence here militates against the interest and dignity of black miners.

In a statement, the Black Allied Mining and Construction Workers' Union (Bamcwu) and the National Union of Mineworkers (NUM), said the recruited miners have "sold out" in the bitter struggle of the British NUM and should go back home to join the miners' just cause in that country.

The unions were responding to reports that Gencor and Gold Fields South Africa (GFSA) have been recruiting British miners to work in South African mines because of the shortage of skilled workers in the country.

They contend that importing miners to South Africa in the middle of a recession and local unemployment is "ill-timed and somewhat insensitive" because blacks suffer more than any other race group here.

However, the mining industries involved — Gencor and GFSA — have argued that it is the Government and not they who are responsible for mining apartheid which prevents blacks from advancing and creating an artificial shortage of skilled labour.

The Chamber of Mines and several unions have attempted

to negotiate an alternative to the scheduled persons definition in the Mines and Works Act, but this has so far not been successful, according to the chamber's spokesman.

The main obstacle in the negotiations is the white workers who are still clinging to their privileges — job reservation which has been seriously attacked, especially when people are being recruited from overseas by local employers.

In the statement the unions say they see this action by mining magnates as an attack on the black workers' struggle against the system of job reservation in this country.

They also see it as an international onslaught against the working class by an alliance of world capital. It is now history that these mine bosses are not fulfilling the promises made to the recruits — high wages and excellent conditions which are denied black miners in this country.

Sowetan 22/11/84 143

# 750 workers to be laid off

SOME 750 employees of African Cables near Vereeniging are to be retrenched because of "difficult economic circumstances" currently prevailing in the country and at the plant.

This was confirmed to The SOWETAN yesterday by the company's managing director, Mr P. J. Muller, who said that this exercise would be taken as soon as discussions have been com-

pleted with workers and their trade union

The company's envisaged action comes at a time when most companies have indicated a slump in their profits and have declared hundreds of their employees "redundant" due to drought, inflation and economic recession

A spokesman for the Engineering and Allied Workers' Union said the workers were not satisfied with "losing their

jobs" and were trying to persuade management to devise other means other than retrenchment

"We are at the moment negotiating and will possibly know our fate today. The retrenchment will come at a time when most of our members owe house rents in the Vaal and during the high rate of unemployment which is gripping the area," the spokesman said

In a statement, Mr Muller said that the recent annual report of the company highlighted the difficult economic circumstances currently prevailing in the country.

"The company as a result is reviewing its scope and range of activities"

Mr Muller said that they have already advised their employees and their representatives of possible devel-

opments and how they will affect employees

"Future meetings will occur in this regard, but the company would not like to anticipate the outcome of these things.

We have also advised them of a reorganisation of our product range"

As a result of the reorganisation, Mr Muller added, the services of some 750 employees would be declared redundant



Army's Goldenhuys ... calling for a ministerial meeting

VMC and that technical experts of the two countries should meet to discuss the future of the Ruacana-Calueque hydro-electrical scheme.

The Angolans were asked to propose a date and place for the meeting, but the FM understands it will take place very soon and will probably be held at Cape Verde. However, the Angolans may decide to await SA's reply to their Cuban withdrawal proposals before setting up the meeting. A tripartite SA/US/Angolan meeting is then expected to be held to negotiate the Cuban withdrawal.

## STAYAWAYS

### Unions reject call

FM 23/11/84

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

The Federation of SA Trade Unions (Fosatu) says the organisation's executive "wishes to state quite clearly that Fosatu has not called for, nor will it participate in, any stayaway called for November 26." It says Fosatu believes those calling the stayaway are attempting to create chaos, and calls on government to give an assurance that the "security services" are not spreading the rumours.

Commercial, Catering and Allied Workers' Union of SA (Ccawusa) president Jonas

Ledwaba says his union has not been consulted about any future stayaway call and "as far as Ccawusa is concerned there is no stayaway planned." A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate." He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

## CUSA

### A show of unity

After its failure to get through the agenda for its bi-annual conference some weeks ago because of inter-union dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phiroshaw Camay, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman the conference was primarily taken up with discussion on three issues:

- Camay's detention and that of other unionists connected with the stayaway;
- The election of office-bearers; and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new "super" federation.

Cusa said the conference had unanimously confirmed Camay's position as general secretary and condemned his detention as well as that of all other detainees. Cusa's participation in the unity talks was also confirmed.

On the surface, this is a remarkable turnabout from the disunity of recent months. The Cusa conference was initially scheduled for October 6 and 7, but was postponed. At the time, Camay said a postponement had been made necessary because most of the council's 12 unions were in arrears with their affiliation payments which would have made them ineligible to participate.

Then, at the Hammanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hammanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions — those in the building, automobile and metal industries — failed to attend. The FM also understands that conflict over relationships

with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM, which does not use UTP's services, attacked the educational body for being "ineffectual." At one point, some delegates are said to have physically attacked others.

In contrast to Hammanskraal, the Cusa spokesman said all the council's affiliates had been present at last weekend's conference. However, a NUM spokesman told the FM the union had only sent observers to the conference, since its executive had had to travel to Namaqualand, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Black Municipality and Allied Workers' Union was not present.

According to the Cusa spokesman, the UTP and other issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mahlomola Skhosana, an organiser, as its acting general secretary; James Mndwaweni, president of the Food, Beverage and Allied Workers' Union, as its president; and Amos Mabuza, president of the Transport and Allied Workers' Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

## DETENTIONS

### Business's dilemma

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Forthcoming meetings between Law and Order Minister Louis le Grange and major employer organisations are likely to focus on whether trade unionists should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaanse Handelsinstituut (AHI) and the Federated Chamber of Industries (FCI) last week called on the government "to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible."

In their unusual joint statement, the three organisations strongly question the wisdom of the detentions which are described as a "precipitous step" which can "only exacerbate a very delicate situation."

It adds that "like the government, the private sector is anxious to preserve stability in the economy. That, though, is where employers and government part company



## CUSA

### A show of unity

(143)  
FM 23/11/84

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KAM 23/11/84 (143)

# NUM boycotts taxis, shops

By PHILLIP VAN NIEKERK  
IN A sign of growing worker action over consumer issues, the National Union of Mineworkers committee at a gold mine near Klerksdorp has organised widespread boycotts of local taxis and shops.  
A spokesman for the committee — which claims to represent up to 17 000 workers at the Hartebeestfontein mine — said they were tired of "being robbed"

He said the shops near the compound were charging double GST, were charging sales tax on non-taxable items

Delegations of workers have visited shops in the area to express their complaints and hand out lists of prices which they say the shops should be charging

One general dealer who has agreed to meet the conditions of the workers is no longer being boycotted, the

spokesman said

He said the workers had decided to boycott the local Khuma Taxi Association as it was overcharging workers travelling the 5km into Klerksdorp

Instead, workers had tried to use a rival taxi group, but mine security was refusing them entry

A spokesman for the mine's owners, Anglovaal, said the taxis were barred entry as they were not licensed

RDM 26/11/84 (143) (119)

# Lebowa police hold NUM's Ramaphosa

By PHILLIP VAN NIEKERK

MR CYRIL RAMAPHOSA, the general secretary of the National Union of Mineworkers (NUM), was arrested in the Namakgale township outside Phalaborwa in the Northern Transvaal yesterday for allegedly holding a meeting without permission.

Mr Ramaphosa was arrested while interviewing 30 workers fired from the British-owned Rio Tinto Zinc's Phalaborwa Mining Company for refusing to work overtime.

NUM's legal representatives said they had been told Mr Ramaphosa would be held overnight and would probably appear in court this morning.

Union spokesmen said the situation on the surrounding mines, several of which are strongholds of the NUM, was tense last night as news of Mr Ramaphosa's arrest spread.

Detective-constable T S Malatji, of the Lebowa police, said Mr Ramaphosa had been arrested for holding an illegal meeting after the magistrate had banned the NUM from holding a meeting in the township.

Mr James Motlatsi, the President of the NUM, who was due to address the meeting in Namakgale yesterday, said they had discovered the meeting was banned when they arrived in Namakgale from Welkom in the morning.

"Seeing that the meeting we'd come to address was now banned, we went to the union offices in Namakgale where Cyril took statements from the fired workers."

"While Cyril was busy inside the offices we went to the shop and later found out that they had arrested Cyril — at about 12pm — and taken the particulars of the workers in the office."

Mr Ndwako Ratlabala, the magistrate who banned the meeting, told the Mail the meeting had been banned in terms of the Riotous Assemblies Act.

He said he had taken this step after the police had made representations to him saying they believed the meeting would constitute a disturbance of the public peace.

"I also got further information from other sources saying the workers were preparing to stay away from work," he said.

# Dispute over 'segregated' buses 183

By Carolyn Dempster,  
Labour Reporter

AECI's segregated internal busing system at their Modderfontein plant could turn into an explosive labour issue

The busing system was introduced about a year ago to ferry 5 000 employees from the gate to manufacturing areas of the plant

With the later introduction of an enlarged service, AECI segregated the buses - but according to status, never race, says Mr Bokkie Botha, group personnel manager.

Members of the South African Chemical Workers' Union (SACWU) are incensed because the category division effectively means a racial separation

The SACWU branch secretary, Mr Norman Hlatswayo, said white unions were adamant buses should not be integrated

The black employees are equally adamant that the buses should be integrated, in line with enlightened AECI policy

At a meeting this weekend, SACWU members resolved to board "white" buses

Mr Hlatswayo said when they attempted to do this yesterday, they were hauled off by armed security officials

AECI admitted the system had resulted in complaints, by black and white employees

"Some white employee representatives wanted to see more segregation, while others wanted totally integrated buses," said Mr Botha

"There is currently a sub-committee of trade union representatives discussing the problem"

He said the issue had not been formally raised by any unions

# Union boss held under defunct law

By Carolyn Dempster,  
Labour Reporter

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Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), was released by the Lebowa police yesterday after being arrested under a defunct statute — the Riotous Assemblies Act

His lawyers are now contemplating suing the Lebowa authorities for wrongful arrest

Mr Ramaphosa was arrested in Namakgale township outside Phalaborwa while taking statements from six workers dis-

missed from the British-owned Rio Tinto Zinc Phalaborwa Mining Company last week.

About 30 workers were dismissed for refusing to work overtime. A meeting due to be held by the union in the township was banned by Lebowa magistrate Mr Ndwako Ratlabala under the Riotous Assemblies Act, so Mr Ramaphosa went to the union offices to take down statements from the workers.

While there he was held by the Lebowa police

Mr Ramaphosa was due to appear in court yesterday on

charges of holding an illegal gathering.

"We want to warn the Lebowa regime and its misguided labour advisers that we won't become victims of their intimidation," said Mr Mahlaomola Skhosana, Cusa's acting general secretary

"We will continue to organise workers throughout the country, and we call upon employers to immediately state their views on this matter"

Cusa expressed its concern over the whereabouts of the six men who were with Mr Ramaphosa at the time of his arrest, but have not reappeared

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# Ramaphosa plans to sue over arrest

By PHILLIP VAN NIEKERK  
LEGAL representatives of Mr Cyril Ramaphosa, the general secretary of the National Union of Mineworkers, who was released without charge by the Lebowa Police yesterday, plan to sue the territory's authorities for "unlawful arrest"

Mr Ramaphosa, who was arrested on Sunday in Namakgale township near Phalaborwa for allegedly addressing an illegal meeting, was released at midday yesterday

after spending the night in jail

The magistrate who banned the meeting told the Rand Daily Mail he did so in terms of the Riotous Assemblies Act — which was repealed two years ago

NUM's lawyers said yesterday that they would sue either the Lebowa Minister of Police or the Minister of Justice for wrongful arrest.

Meanwhile, 283 workers who went on strike at the nearby Foskor mine within hours of

Mr Ramaphosa's arrest have been fired by the company and given until midday today to get out of the hostel.

Mr J V Schultemeyer, Foskor's manager (external), said he had no reason to suppose the strike had anything to do with Mr Ramaphosa's arrest though he was at a "total loss to explain" why it had taken place.

"None of the three night shifts reported for work on Sunday night," he said.

"They had been warned that

if they went on strike illegally they would open themselves to instant dismissal and consequently their services were terminated."

NUM's legal representatives said they would challenge Foskor on the firings which they believe constitute unlawful dismissals

This was the second strike at Foskor in the past few weeks the company's entire workforce downed tools for two days on October 24

# Racism row hits AECI

By JOSHUA RABORÓKO

THE AFRICAN Explosives and Chemical Industries management is currently holding talks with black and white trade unionists about racial slurs and segregation in buses transporting workers at the Modderfontein plant.

The Cusa-affiliate South African Chemical Workers' Union has alleged that its members have been withdrawn from integrated buses because whites complained of their "nasty smell" in the vehicles.

The union has also accused management of practising apartheid by introducing a separate bus service for the race groups. Buses used by blacks have no seats and those used by whites were "luxurious and have comfortable seats."

Matters came to a head this week when black workers defied the company's regulation by boarding white buses. This was allegedly followed by the arrest of several black workers at gunpoint.

However AECI's PRO, Mr Bokkie Botha, said that there were two categories of bus services which operated at the plant. The first was for workers in A-F group — mainly lowest paid blacks — and the G-and-above group which was integrated.

They had serious overcrowding in buses and were hoping to settle the issue soon. Management had been approached on several occasions and held meetings with union leaders on the segregation issue.

ADM 19 JUL 1964 (143) (25)

## 'Quizzing' of unionists is attacked

Mall Reporter

THE Urban Training Project (UTP) has strongly protested against the police allegedly holding a group of unionists for questioning for more than an hour after they were

stopped at a roadblock near Sharpeville on Sunday

A spokesman for the UTP said the unionists, from the Building, Construction and Allied Workers' Union and the Food

Beverage Workers' Union, were returning from a UTP seminar when they were stopped

A police spokesman said he could not comment by telephone on the allegations



UOM 1/12/84

# Union to sue for unfair practice

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By JEANETTE MINNIE

THE Food, Beverage Workers Union of South Africa has instituted legal proceedings against the Dairy Maid ice cream company in a dispute involving 70 cases of unfair labour practices — and the matter is likely to proceed to the Industrial Court.

Dairy Maid is a subsidiary of Imperial Cold Storage which in turn is a member of the Barlows Group. Barlows is a signatory to the Sacola Code and has a published industrial relations policy.

The union said in a statement issued in Johannesburg yesterday that the case is "expected to be one of the largest labour cases ever seen in South Africa".

In addition to the unfair labour practice charges against the company, the union's legal advisors are also bringing in charges of alleged unfair mass dismissals and subsequent selective re-employment.

The alleged unfair labour practices include unlawful deductions from wages, assaults on workers, insults by members of management and unsafe working conditions.

Resolutions calling for the boycott of Dairy Maid products are to be submitted to the union's annual conference.

# 1 000 workers down tools at Witbank colliery

By Gary van Staden

4/12/84

The entire workforce at Rietspruit Colliery outside Witbank came out on strike last night in the second legal strike called by the National Union of Mineworkers this year

The workforce of almost 1 000 downed tools last night, according to NUM spokesman Mr Cyril Ramaphosa

"The entire workforce is out," he said today

The strike follows a wage dispute between the NUM and Rand Mines, owner of the colliery

"The dispute has been going on since June," said Mr Ramaphosa

The NUM had followed a formal strike procedure and exhausted all channels before today's strike was called

## COAL SUPPLY

South Africa's first legal strike by black mineworkers was called in September by the NUM. The mines affected then were gold mines in the Free State town of Welkom

One of the functions of the Witbank collieries is to supply low-grade coal to the giant power stations near Witbank, Kriel and Sasolburg

It is not clear at this stage how long the strike is due to last

During the last legal strike, violence erupted with the arrival of riot police. Several other mines in the area called an illegal strike at the same time, which complicated the situation

Mr Greg Kukard, public relations officer for Rand Mines, was not available for comment today at the time of going to press

# Witbank colliery strike enters 2nd day

5/12/84  
By Stuart Flitton

Stew

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The legal strike at Rietspruit Colliery outside Witbank called by the National Union of Mineworkers entered its second day today with conflicting reports about how many workers had downed tools

Mr Allen Cook, deputy head of the coal division of Rand Mines, said yesterday about 250 workers — less than half the day-shift — were on strike

Mr Cyril Ramaphosa, NUM's general secretary, today put the figure at about 900

"About 100 people have gone to work. As far as we know, none of them is a NUM member," he said

The strike follows a wage dispute between the NUM and Rand Mines. The dispute was taken to a conciliation board, where talks broke down and ended in deadlock on September 10

On September 25 a strike ballot got enough support to allow the NUM to call for a strike

Mr Ramaphosa said the NUM had followed formal strike procedure and exhausted all channels before calling for a strike

Mr Cook said the strikers had been told by management that unless they returned to work they would not be paid. It had also been made clear that no further pay offers would be made to the workers, Mr Cook said

# Witbank coal miners strike

By JOSHUA RABOROKO

THE MINE INDUSTRY was again hit by a legal strike when over 1 000 workers at the Rietspruit Colliery near Witbank downed tools yesterday, protesting against wages

The strike, the second called by the National Union of Mineworkers this year, follows a wage dispute between the NUM and Rand Mines, owners of the colliery

The union's general secretary, Mr Cyril Ramaphosa, said the dispute has been going on since June. The union had followed a formal strike procedure and exhausted all the channels before the strike was called

Rand Mines has revealed that about 250 black workers were still on strike at the plant. The rest of the workers were back at work, according to Mr Allen Cook, deputy head of the coal

division of Rand Mines

The strikers have been told by management that unless they return to work they will not be paid. Management has also made it clear that they will not make further pay offers to the workers

## No effect

Mr Cook said that yesterday's strike had no effect on coal deliveries from the mine — which are continuing as usual. Those who continue to work were maintaining operations

The wage dispute was taken to a conciliation board — where talks ended in a deadlock on September 10. NUM then called for a strike ballot, on September 25, which received sufficient support to enable it to call a legal strike — but it has not done so until now, according to Mr Cook

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Sewer from 5/12/84

6/21/84  
143 Stan 107  
**Witbank coal strike ends**

A strike at the Ruetspruit opencast coal mine near Witbank which started on Tuesday is over.

The strike, the second legal stoppage called this year by the National Union of Mineworkers, centred around a pay dispute.

A Rand Mines statement released today said: "The entire morning shift was back at work today and the mine is operating normally."

# Sides differ over number of strikers

By Correspondent

THE number of workers taking part in a legal strike at Rand Mines' Rietspruit Colliery dropped slightly yesterday, according to the company — but the National Union of Mineworkers insisted that the vast majority were still on strike.

According to Rand Mines about half its black workers have ignored the strike call.

Union officials could not be contacted yesterday, but a NUM source said almost all the workers were still on strike.

The NUM had said all but 40 of the mine's 1 000-plus workers joined the strike on Tuesday.

Workers at Rietspruit began only the second-ever legal strike by black mineworkers following the deadlock since September between the company and union over wages.

Rietspruit offered an 11.3% increase, but the NUM, which demanded 25%, rejected this and called for a strike ballot.

According to the union source, workers are now demanding a 16% increase.

The company has accepted that workers are legally entitled to strike but says it will not pay those who do. It also says it will not increase its offer from 11.3%.

Yesterday, Rietspruit refused a request by the NUM's general secretary Mr Cyril Ramaphosa, to address the entire workforce, but did say he could speak to NUM shaft stewards at the mine.

Mr Allen Cook, deputy head of Rand Mines coal division, said the company had done this because "the NUM only represents 75% of the workers and it seems that even some of these are unhappy with it — hence their refusal to strike".

Mr Cook claimed that 32 morning shift workers who struck on Tuesday had worked yesterday, "boosting attendance to 61.2%".

"Figures for the afternoon shift were vague but about 50 workers had reported — nearly double Tuesday's figure of 27," Mr Cook added.

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## Successful Black Sash

...proved lawful

# Witbank miners still striking

By JOSHUA RABOROKO

MEMBERS OF the National Union of Mine-workers working at Rietspruit Colliery near Witbank yesterday entered their second day of a legal strike in demand for higher wages.

The NUM's general secretary, Mr Cyril Ramaphosa, told The SOWETAN yesterday that 100 of the 1 000 workers have returned to work after the strike that started on Tuesday

"The rest of the workers are still out," he said

The strike follows a wage dispute between the NUM and Rand Mines, the owners of the colliery. The dispute has

been going on since June and the union has followed a formal strike procedure

The strike has been relatively quiet, with no incidents reported

A spokesman said the strike has had no effect on coal deliveries from the mine — which were continuing as usual. Those who were continuing work were maintaining operations

A R A N D M I N E S

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SUN - 11

# Unionist fights on for

## Workers

By JOSHUA RABOROKO

DETENTION without trial and harassment have almost become the way of life for the acting general secretary of one of the country's powerful black trade union federations — the Council of Unions of South Africa.

Mr Mahlomola Skhosana has been in and out jail so often that he believes detention and harassment have turned to be part of himself, and he will not be deterred by any amount of pressure to fight for the liberation of workers in the country.

He has been appointed to act in the place of a man who, together with several others, is languishing in detention and probably with charges to face later — Mr Proshaw Camay.

Skhosana (38) is a dedicated trade unionist who thinks that Mr Camay's detention will not dampen his spirits when it comes to fighting for workers' political as well as union rights. Born and bred in Daveyton Mr Skhosana is married and has three children. He is determined to boost the image of Cusa to greater heights. This would be the best tribute to Camay.

Pitroshaw taught us the job and there is no way in which we can let him down. He is a tremendous force behind workers who have condemned his detention," Mr Skhosana said.

Mr Camay together with several other trade unionists have been detained under the country's security legislation following the massive stayaway from work in the Transvaal.

### Rights

"Cusa fully supported the stay-away and calls on the Government to charge or release trade unionists presently in detention," Mr Skhosana says.

The Government's actions of harassing and detaining people in the country will only serve to aggravate the situation, especially in the industrial relations spectrum, Mr Skhosana believes.

Cusa was also fully in support of workers' rights such as a living wage for millions of blacks who work in South African industries, safety and health, Mr Skhosana pointed out. Most industries exploited black workers in the name of apartheid and it was essential that workers rose, united and fought for a living wage next year.

Referring to the political system in the country, Skhosana says they supported political organisations, such as the United Democratic Front, Azanian People's Organisation and others that are bent on fighting the apartheid regime.

Cusa fully believes that there is no way in which political issues can be separated from trade union matters.

"Blacks are the oppressed masses and their contribution towards fighting issues such as the influx control, Groups Areas Act and other vexatious acts is of primary importance.

"These laws are made by people who have no interests of blacks at heart and we have to fight them jointly — in factories, on political platforms and elsewhere," Mr Skhosana says.

He predicted that more trade unions will turn another chapter by taking part in politics. "It is not a new dimension, we have to be so because of the harsh laws that oppress us."

"No amount of intimidation, police harassment and detentions will deter unionists from fighting for the rights of workers. We shall always be guided by the principles of service, suffering and sacrifice, for the cause of the workers."

Mr Skhosana, whose ambition has always been to become a trade unionist, says he was impressed by Cusa's support and participation in the present unity talks in trade union movements.

"The talks are presently at an advanced stage and we hope in the next year much progress will be made towards the establishment of a giant federation."

"Although we have some problems in the unity talks, it is hoped that in the New Year we shall solve them. The aim of this talks is mainly to unite workers in their struggle against the oppressive system."

HARASSED Cusa's acting general secretary Mr Mahlomola Skhosana





MINE JOB BARS

**Discord threatens talks**

~~143~~ 143 ~~143~~ ~~143~~

Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialise the definition by changing the word "scheduled" to "competent". It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time". However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are

- A security of employment agreement for white mine workers, and
- The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the *FM* understands that most of the negotiation so far has centred on the creation of an industrial council.

**Unregistered unions**

It is clear that most of the unions favour a council and the *FM* understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but

others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mine-workers' Union (MWU). Several other unions are also opposed to the move. The *FM* understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will



**MWU's Paulus ... predicting the chamber may somersault**

not do anything about the second most important element — measures to secure the employment of white workers.

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts "We must not be surprised if the chamber makes a *bolle-makisie* (somersault) in the not-too-distant future."

Another trade unionist told the *FM* "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not

going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance."

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system, not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

**NAMIBIA**

**An internal option**

*SPR*  
*Em 7/12/84*

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SA withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry

7/12/84  
**Legal**  
**strike**  
**over at**  
**colliery**

Own Correspondent

JOHANNESBURG —  
The legal strike by members of the National Union of Mineworkers at Rietspruit Colliery near Witbank has ended — but the NUM says its members will continue to press their wage claims at the mine

The strike began on Tuesday and followed a wage deadlock between the NUM and Rietspruit in September. The union demanded a 25 percent increase, while the company offered 11.3 percent. It was the second legal strike ever by black mineworkers

The mine did not threaten to fire strikers, but refused to pay them while they did not work. It also refused to change its wage offer

3 detained union  
CAP TITLES 8/12/84 (143)  
leaders released

Own Correspondent

JOHANNESBURG — At least three union leaders were released from police custody yesterday in the wake of an increasing international outcry against what South African unionists have described as "union bashing" by the South African Government

The three released yesterday afternoon are Mr Chris Dhlamini, president of the Federation of South African Trade Unions (Fosatu), Mr Jethro Dlalisa, of the Transport and General Workers Union, and Mr Bangilizwe Solo of the National Union of Textile Workers

A police spokesman

said yesterday that he would only be able to verify the report today. A spokesman for Fosatu said he had spoken to the men after their release

They were among a number of union leaders arrested a week after the two-day stayaway at the beginning of last month including a leader of the Council of Unions of SA (Cusa) Mr Phiroshaw Camay

The Free South Africa Movement has been staging protests outside the South African Embassy in Washington and South African consulates in New York, Los Angeles and Boston

● Stayaway. Five in court, page 2

Now Mr Paulus is attempting to block efforts to set up a bargaining forum which would include the black National Union of Mineworkers (NUM).

This stems from moves to form an industrial council for the mines, which most CMU unions want

But only registered unions can join councils and NUM, by far the biggest mine union, refuses to register.

The Chamber of Mines insists that, if a council is formed, the NUM be included informally so that there is only one bargaining system on the mines. But the MWU and some other CMU unions insist the mines stick to the letter of the law and bar NUM from a council

The talks form part of attempts to end racial job bars on the mines

White unions want job security guarantees in exchange, but the chamber says it will not offer these unless agreement is reached on a new bargaining system

But the effect of not reaching agreement will be that job bars will stay, which would not bother the MWU its objection to the bargaining proposal might stem partly from a desire to delay the talks and block change

Mine employers see the removal of racial jobs bars as an urgent priority. But do they believe it so urgent that it is worth sacrificing their insistence on a single bargaining system?

Their only other option would be to persuade the Government to remove the bars without white union consent — probably a political non-starter.

207 10/12/84 (H) (B) (K)

RIGHT wing mine unions, in particular the Mine Workers Union (MWU), still seem to be able to block change in the industry.

Recently, the all-white Council of Mining Unions (CMU), whose chairman is the MWU general secretary, Mr Arrie Paulus, blocked a Chamber of Mines plan to open an all-white pension fund to other races

# Sasol dismissals: Cusa set for sympathy strike

Star 11/12/84 By Eugene Saldanha ~~15-266~~ 143

One of the country's largest trade union federations has announced it will launch a national strike unless Sasol reinstates the 5 500 workers who took part in the recent two-day stayaway

The joint executive of the 160 000-member Council of Unions of South Africa (Cusa) decided at a meeting held in Johannesburg at the weekend to call on Sasol to start negotiations with the Chemical Industrial Workers' Union (CIWU) to which the Sasol employees belong

"We are considering calling on members at all our plants to stage a one-hour work stoppage unless Sasol agrees to appoint a conciliation board to negotiate the reinstatements," said Cusa's acting general secretary Mr. A Skosana

Last week the Federation of South African Trade Unions (Fosatu) announced it was drafting a "programme of action" to protest against the arrest of community and trade union leaders and the dismissal of the Sasol employees

# Cusa threatens national strike

Own Correspondent

JOHANNESBURG — The 165 000-member Council of Unions of SA (Cusa) says it will launch a national strike unless Sasol reinstates 5 500 workers fired for taking part in the recent Transvaal stay-away and agrees to negotiate with their union

Cusa also announced yesterday that it had launched a consumer boycott of Dairy Maid Ice Cream in support of 90 members of its Food, Beverage Workers' Union who were fired by the company after a stoppage in Pretoria in February

These decisions were taken at a meeting of Cusa's joint executive council in Johannesburg at the weekend

The meeting also decided that Cusa would continue to take part in talks aimed at uniting major emerging unions in a new federation

It has been suggested that some Cusa unions were unhappy about continuing to take part in the talks

Cusa's decision to support a national strike in support of the fired Sasol workers comes a week after the Federation of SA Trade Unions (Fosatu) decided on "action plans" to protest against the arrest of union leaders and dismissal of Sasol workers

It said it would seek support of other

unions before releasing details. Most of the workers fired during the dispute belong to Fosatu's Chemical Workers Industrial Union (CWIU)

The Cusa decision is given added significance by the fact that there has been tension of late between the CWIU and Cusa's SA Chemical Workers Union

In a statement released after the meeting, Cusa said it had agreed "to support the struggle" of the dismissed Sasol workers

If Sasol did not reinstate the workers and agree to negotiate with CWIU over the firings, Cusa and its affiliates would "take all necessary steps to ensure the reinstatement of all dismissed workers, even if this means a national strike," it said

On Dairy Maid, the statement said the meeting had heard a report on the dispute from the Food, Beverage Workers' Union (FBWU) and had agreed to support the union's call for a national boycott

It said it would seek support for this from other unions

The FBWU has already taken industrial court action against Dairy Maid, which is part of the Barlow Rand group, alleging that it is guilty of a wide range of "unfair labour practices"

Southern 11/12/84 143

# Cusa threatens national strike

THE COUNCIL of Unions of South Africa and its affiliates have threatened to call a national strike if the sacked 6 000 workers at Sasol are not reinstated.

The decision to call a strike was taken by the union's joint executive council at a meeting held in Johannesburg at the weekend

In a statement Cusa said it supported the struggle of the dismissed workers at Sasol and appealed to management to reinstate the workers without any loss of benefits

It urged Sasol management to continue to discuss with the Chemical Workers' Industrial Union over the dismissed workers

The workers were sacked after the two-day stayaway from work organised by several trade unions, including Cusa and the Federation of South African Trade Unions (Fosatu).

In the statement Cusa said that it supported a boycott of Dairymaid Ice Cream Corporation products following the dismissal of workers at

the plant near Pretoria. The boycott was called by Cusa-affiliate, Food and Beverage Workers' Union, in an attempt to pressurise management to reinstate the workers dismissed early this year.

Cusa has made it clear that it will take all necessary steps to ensure that the Sasol workers were reinstated even if it means a national strike which will be arranged through a national strike committee

Cusa also endorsed the present unity talks aimed at forming a giant trade union federation in the country. The talks have been going on for over two years and it is hoped that they will be completed next year.

*Review* 14/12/84

# Police detain Vaal unionist

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AN executive member of the Urban Training Project (UTP) in the Vaal Triangle was yesterday said to have been taken by police from his home in Sebokeng.

Mr Bavumile Vilakazi of 552045 Zone Three, who is also a trade unionist, is said to have been picked up by three men who identified themselves as Security Police. But, the Public Relations Division of the South African Police in Pretoria yesterday said they could not confirm Mr Vilakazi's de-

tention in terms of security legislation

A spokesman for UTP yesterday said the organisation wishes to protest at this type of action, which has already brought discredit to South Africa, throughout the world. "Mr Vilakazi is a founder member of the Transport and Allied Workers' Union and is respected as a union educator by his colleagues in UTP. This is regarded as yet another attack on the trade union movement," UTP said.



# SA union to give aid to UK miners

THE 100 000-strong National Union of Mineworkers is to provide financial support as a gesture of international solidarity to the striking British miners — a move believed to be the first done by a black union here.

NUM's assistant general secretary, Mr Mokheseng Maloka explained to The SOWETAN yesterday that the financial support will be arranged from the shop floor.

The final decision on the matter will be reached at a meeting to be held by the central committee this week after South African miners had expressed support for the strikers.

South African mine bosses have also expressed support for the British miners by recruiting some of them to work in the local mines because of what they termed "shortage of skilled workers in the country."

However, the NUM and Black Allied Mining and Construction Workers (Bamcwu) have expressed concern on the recruiting issue and contended that there was job reservation in the mines and blacks were not given blasting certificates. They condemned the move to recruit overseas miners.

Mr Maloka said that the financial support was to be provided because overseas miners have come to the union's help on various

issues, especially during the Hlobane mine disaster.

"British miners provided us with expert legal advice when we probed the disaster. Otherwise, we would have lost out on the issue. Our members are going to benefit following the court's decision."

"We have decided to ask for additional compensation for our members who died and suffered injury during that disaster. This is the reason why we want to give support to the British miners in their struggle to fight for their jobs," Mr Maloka said.

He said that the aid was a gesture of international support, but declined to disclose how much money will actually be provided. "It will definitely not be millions of rands," he chuckled.

Asked where the union will get the money from because black miners were the poorest paid and exploited

workers, he reiterated: "The money will not be substantial and a decision still has to be taken on the matter anyway."

"We are also drawing lessons from their strike. One day we too might have to face the whole issue of the closure of mines," Mr Maloka said.

Sowetan 18/12/84

# NUM at odds with Chamber

By JOSHUA  
RABOROKO

**THE CONTROVERSY** concerning the safety working and living conditions of South African black mineworkers gained momentum yesterday when the Chamber of Mines and the National Union of Mineworkers gave conflicting views of the situation.

The Chamber of Mines contends that the South African mining industry is one of the most open industries in the world, while NUM maintains that the conditions are appalling and could not be tolerated anywhere in the world.

The controversy started when a member of the British National Union of Mineworkers, Mr Roy Jones, who visited the country recently, said that living conditions in some of the South African mines were reminiscent of Nazi concentration camps in Germany.

Mr Jones, who was a guest of the local NUM, also said the high mortality rate in SA mines was caused by poor safety precautions.

He said if the same conditions prevailed in Britain, then the mines would be closed, adding that local conditions were the worst in the world.

## Riots

NUM's assistant general secretary, Mr Mokheseng Maloka, has come out in full support of Mr Jones' claims, and said that most of the riots at the mines were caused because mine bosses divide workers according to their ethnic groups.

Accommodation, safety and harsh recruiting methods were highlighted by Mr Maloka as the issues which cause concern among black mine workers in the country.

However, the Chamber has refuted Mr Jones' disclosures and said "anyone who has ever visited gold mines will recognise how grossly untrue — to put it mildly — the claims are."

10/11/2/8

# Action threat on boycott

By STEVEN FRIEDMAN  
Labour Correspondent

ICECREAM company Dairy Maid, part of the giant Barlow Rand group, seems set to take legal action to stop a union-backed boycott of its products

But the Food, Beverage Workers Union (FBWU), which is backing the boycott, said in a statement yesterday boycott efforts would continue. It charged that attempts to use the courts to curb boycotts would be a clamp on human rights.

In a significant step-up of the dispute, it said shop steward committees would be approaching managements throughout the Transvaal to ask them to cancel all Dairy Maid orders.

One major chain store had already been approached, it added.

Recently, the Rand Daily Mail reported the Council of Unions of SA — to which FBWU is affiliated — had endorsed a national consumer boycott of Dairy Maid in protest at the firing of about 90 union members at its Pretoria plant after a strike in February.

It said it would ask other union groups to back the boycott. FBWU also launched industrial court action against the company, alleging it was guilty of a wide range of "unfair labour practices".

The union alleged assaults on workers by managerial employees, the use of racially abusive language, that the company refused to negotiate "in good faith", and that many workers fired after the strike had long service with the company.

The company will contest these charges.

In a statement yesterday, FBWU revealed that Dairy Maid's lawyers had written to Cusa's lawyers, asking them to confirm the Mail's report.

In the letter — a copy of which was released — Dairy Maid's lawyers said if Cusa confirmed the report, "our client shall take such action as might be appropriate in the circumstances".

FBWU said "the purpose of the letter was obviously to set up Cusa for legal proceedings, intended to prohibit the boycott".

If the company acted to stop a boycott in the courts it would "play a direct role in further diminishing one of the few human rights left in South Africa," the union said. It "wished to draw this to the attention"

of Barlow Rand chairman, Mr Mike Rosholt, chancellor of Wits University.

FBWU said the boycott had not been launched by Cusa but by the Dairy Maid Workers Committee. It said "the boycott was gathering ground fast".

The store, which had been approached to cancel Dairy Maid orders — OK Bazaars — was a "major purchaser" of the company's products, it added.

FBWU said "consultations between the committee and businessmen at various levels were taking place" in an attempt to strengthen the boycott.

Sent for 20/12/84

# Unions want report on miners' deaths

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TWO trade unions recruiting black mine-workers have demanded a full report of the circumstances surrounding the killing of at least 14 miners in two separate accidents on the Reef this week.

The unions — the National Union of Mine-

workers and the Black Allied Mining and Construction Workers' Union — are waiting for reports from their shaft stewards who were busy compiling reports on the accidents

## Burst

Eight miners died after a pressure burst at the ERPM gold mine in the Boksburg / Germiston area on Monday,

while six miners died in a mudrush on the 74th level of Vaal Reefs Number 9 shaft, on the same day

Rescue teams were still searching for the missing miners at both plants by late yesterday, according to mine officials. The names of the dead have not been released because the next of kin have not been informed



By CATHY SCHNELL  
UNIONS have agreed on a wage freeze at PE Tramways to enable the company to hold back fare increases because of the region's economic circumstances and rising unemployment

Two of three unions concerned have backed the company "to the hilt" and the third is still discussing the issue

Other political and business leaders were also consulted, Mr C T Coetzer, managing director of PE Tramways, said today

Wage increases could only be granted if fares were increased, as the company had to pay the increased wages out of present profits

"To increase bus fares in the present times of unrest and unemployment would be short-sighted," Mr Coetzer said

Two of the three bus unions have pledged their full support to this move. The other union, the Transport and Allied Workers Union, are to discuss the issue further with management

Mr Robert Nelson, chairman of the Port Elizabeth Bus Workers Union, said strikes, violence and even boycotting of the bus service by commuters could have resulted had bus fares been increased in the

Post 21/12/84

# Unions at bus firm agree to pay freeze

present economic climate

The Bay Bus Worker's Union also supported this move to the hilt, Mr Nelson said

Mr Coetzer said the company would continue to negotiate with the unions. When an agreement was reached on a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares

The time lapse between the date of making such an application and the date of introducing higher bus fares was difficult to predict — but would be about four months, he said

The last bus tariff increase was more than 18 months ago

Wages were increased in

June last year — and service increases were awarded in December 1983

Meanwhile, PE Tramways's profits for the past 5½ months are more than R1 million less than expected

The company's operating costs during this period were almost R2 million up on the first five months of the financial year in 1983

The number of passengers had started to decrease as far back as August — the first sign of high unemployment

The company had been forced to retrench 11 workers and also, by not replacing staff who either left or were fired, had reduced their labour force by 138 people. A total of 21 buses had been taken off the road.

143

23/12/84  
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188  
143

# DAIRY MAID CRIES OVER SPILT MILK

A LEADING dairy products manufacturer this week demanded that the Food Beverage Workers' Union verify a Press report that its mother body had launched a consumer boycott of its products after a dispute with the union.

The manufacturer, Dairymaid, intends to take legal action against the Council of Unions of South Africa to prohibit the boycott.

However, Cusa pointed out that the boycott was launched by the Dairymaid Workers' Union, not Cusa.

Cusa said the boycott was launched because

of Dairymaid's unfair labour conduct. This allegedly includes the dismissal of long-service employees, the assault and insult of workers by management employees, refusing to negotiate with the union and failure to reinstate union members.

By SANDILE MEMELA

## ★ 'Let SA read it!'

THE publishers of a black scholar's best-selling book, which was banned last week, lodged an appeal with the Publications Control Board this week.

Theory and Practice of Black Resistance to Apartheid by Dr Mokgethi Motlhabi, published in August, is a penetrating social-ethnic analysis which spotlights the ANC, PAC and the Black Consciousness Movement between 1948 and 1978 in their fight for the total liberation of South Africa.

Skotaville also revealed that another of its best-sellers, Bishop Desmond Tutu's Hope and Suffering, has been published in the United Kingdom and the United States.

# UDF man gone



CHARLES NQAKULA Missing

FRIENDS and relatives are worried over the mysterious disappearance of former Mswasa acting president and UDF Border publicity secretary Charles Nqakula.

Mr Nqakula was due to stand trial on a charge of entering South Africa without a visa on November 28, but he failed to appear in the East London Magistrate's Court.

A warrant of arrest was authorised and his R200 bail was provisionally estreated until December 12.

But he failed to appear again.

Police believe Mr Nqakula may have skipped the country, but friends and relatives fear that he could be in detention.

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## DUAL FOR A

## POLITICS

# A year that turned sour

~~2011~~ PM 28/12/84

For the first seven months, 1984 looked as if it was going to be a golden year for SA. A year of peace and reform. Then suddenly it all turned ugly, and 1984 ended on a note of near desperation, with indications that 1985 would be even worse.

The year started with the euphoria of the November referendum result still in the air. Early in January came the SA troop withdrawal from Angola after Operation Askari and the acceptance by President Jose Eduardo dos Santos of a surprise 30-day truce offer made by Pretoria. Also in January, senior representatives of SA and its Marxist neighbour Mozambique met for peace talks.

February saw SA-Angolan ministerial talks in Lusaka and, on February 17, the signing of the Lusaka Agreement. This made provision for a Joint Monitoring Commission (JMC) to monitor SA's total withdrawal from southern Angola after years of occupation.

In a colourful ceremony on March 16 that surprised the world, SA PM P W Botha and Mozambique President Samora Machel shook hands cordially and signed the historic Nkomati Accord. In the same month, SA released the "father of Namibian liberation," Swapo founder member Herman Toivo ja Toivo, after 16 years on Robben Island. This was followed by the release of several other Swapo detainees and was accepted as a sign of SA's sincerity in looking for a Namibian solution.

In April, SA and Swaziland announced that they had earlier signed a pact similar to Nkomati. In May, the Administrator General of Namibia, the Multi-Party Conference of internal parties, and Swapo met in Lusaka. Peace was breaking out all over the region, P W Botha the Hawk became P W the Dove.

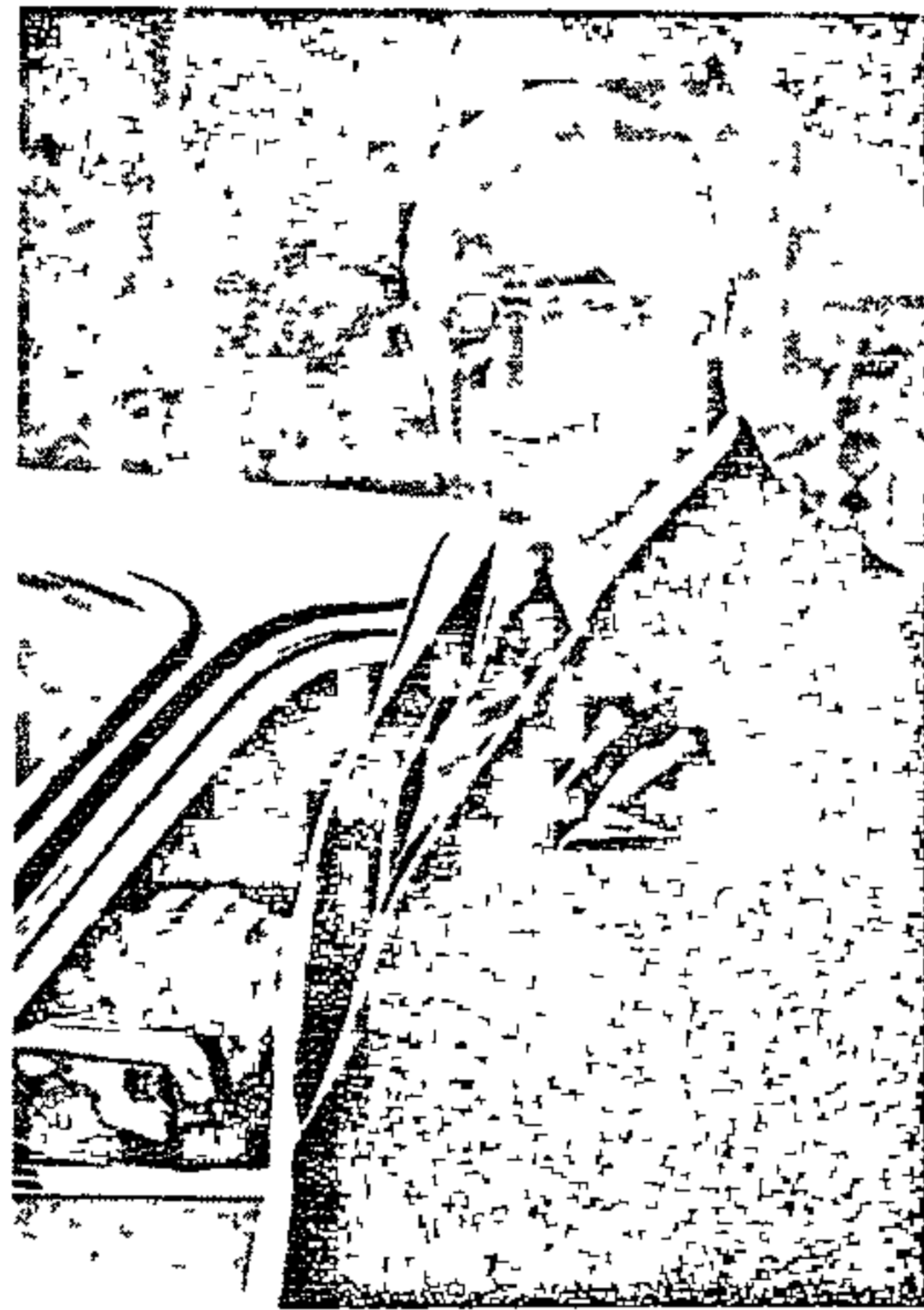
In June, the Dove further added to his achievements with a highly successful seven-nation tour of Europe. "Botha leads SA out of isolation," screamed the headlines.

July saw more progress on the Namibian/Angolan front with a Lusaka meeting between Foreign Minister P W Botha and Angolan Interior Minister Kito Rodrigues, and Cape Verde talks between Namibian AG Willie van Niekerk and Swapo leader Sam Nujoma.

That was the end of the good news. For seven months, Law and Order Minister Louis le Grange stayed in the background. But, in the last five months of the year, he came to the fore with detentions, bannings and bans on meetings. In August, scores of activists campaigning against the new constitution elections, mostly from the United Democratic Front (UDF), were detained.

The coloured and Indian elections for the new tricameral Parliament were disasters, with a percentage poll of around 20%. The elections themselves were marred by violence and tough police action at the polls.

September was the most traumatic



P W Botha ... a year that turned sour

month of all. Violence erupted in Sharpeville and other townships in the Vaal Triangle and soon spread to the East Rand, Soweto and other areas. The unrest lasted well into November, with scores of black schools closed and many people shot dead by police.

P W Botha's inauguration as first Executive State President, and the opening of the first tricameral Parliament, was therefore overshadowed by the township unrest and countrywide detentions.

September was also the month of the worst government bungling. It started with the six UDF leaders who sought refuge in the British Consulate in Durban to escape detention orders. Foreign Minister Botha reacted with near hysteria — on TV almost every night — and ended up by abrogating an undertaking to a British court to send back four South Africans to stand trial on arms smuggling charges.

Botha further stunned SA with his daily media encounters with publicity-seeking British MP Donald Anderson. His and President Botha's total silence when Bishop Desmond Tutu was awarded the Nobel Peace Prize was also not regarded as the height of diplomacy.

Much more seriously, September and October were the months in which government sent thousands of soldiers into the townships to help police quell the unrest. This was one of the factors in the Progressive Federal Party's controversial decision to call for an end to military conscription.

SA saw the potential power of its black labour force in a successful two-day stayaway in November. It was accompanied by more township violence and, predictably, a wave of new detentions. Organised business and industry strongly criticised the detention of trade union leaders, but Le Grange's only reaction was one of indignation.

The ailing economic climate was one of the factors that nearly lost the government the important parliamentary by-election in Primrose. Political analysts believe the Conservative Party's near miss in an urban constituency shows that up to 50 other National Party seats could be in danger.

On the regional front, the Mozambique National Resistance (MNR) movement stepped up its guerrilla war, and the Nkomati Accord came under severe strain. The MNR walked out of peace talks with SA and Mozambique early in November, and the talks have not been resumed. Angolan President Dos Santos's proposals for a Cuban withdrawal coupled with Namibian independence were made public, and P W Botha made it clear the proposals could be devil future negotiations.

Nothing came of the proposed ministerial meetings with Angola or of the final withdrawal of SA troops from Angola predicted by Botha.

Then, in December, there was sudden US public interest in SA, with Bishop Tutu meeting President Ronald Reagan. Scores of public figures were arrested while picketing SA diplomatic missions, the pressure for disinvestment increased and Reagan "turned up the volume" of his criticism of SA's apartheid policies. Next year could see more stick in the carrot-and-stick approach to "constructive engagement."

## CONSUMER BOYCOTTS Union faces action

The Industrial Court may soon be asked to determine whether a consumer boycott constitutes an unfair labour practice. The Dairymaid Ice-cream Corporation is considering taking legal action against the Council of Unions of SA (Cusa), and possibly the Food and Beverage Workers' Union (FBWU), as a result of a call to boycott the

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company's products

André van Rhyn, group personnel manager of the parent company, Imperial Cold Storage, says that apart from considering approaching the Industrial Court, other legal steps may also be taken. He declines to elaborate.

The boycott call was made about two weeks ago after the dismissal of 283 em-

ployees in February who struck in support of a demand for the dismissal of a supervisor who was accused of assaulting a worker in Pretoria. According to Van Rhyn, the strikers were invited to reapply for employment soon after the strike. All except 106 did and were rehired.

Van Rhyn says that the company investigated the allegation of assault and the su-

ervisor concerned was given a final written warning. He says the supervisor was later charged with assault and was acquitted.

However, in a press statement issued this week, the union has made further allegations against the company. It says  
□ It allowed workers to be assaulted on 13 occasions by managerial employees,

face to face

BILLY NAIR

# Committed to freedom



Billy Nair is a veteran trade unionist who was released from Robben Island in February after serving a 20-year sentence under the security laws. He was one of the six, later three, dissidents who spent 90 days in the British consulate

FM: What did the sit-in achieve?

Nair: It focused attention, both here and internationally, on detention without trial in SA. Even the most conservative news media supported our stand. In Britain, for example, newspapers on the Right came out in sympathy with us and castigated their government for wanting to eject us. By the authorities' own admission, never before was such publicity given to the iniquity of these detentions. What also accrued to us are the sit-in demonstrations at SA missions around America. Other governments condemned the detentions but took no action.

What about Britain's role in the affair?

Our intention was to get the UK government to translate into action an EEC resolution (on human rights) taken two days before our sit-in began. We decided to call their bluff. However, far from taking a stand against the SA government, Great Britain actually insisted on our immediate departure from its consulate. This was of course mitigated by saying we would not be forced out, but tolerated on humanitarian grounds. But the British also refused to act as intermediaries on our behalf. Later, they took high-handed action in depriving us of little "privileges" like sending out letters. All this proved that the British government really only pays lip-service to the idea of human rights.

Some quarters have tried to create the impression that we were trying to solicit the help of imperialists to come and rescue us. This smacks of amateurism and political naivety, not appreciating the whole saga as an attempt by us to use one of the few avenues of protest

at our disposal. The sit-in was something new. The important thing is that we achieved our primary intention to focus attention on detention without trial. We did not for a moment think that Britain would come and rescue us. That can only come through our own efforts.

You have said the charges now facing your colleagues in the sit-in and others who were detained amount to "political kite-flying?"

I am convinced that the State has no case to prove against them — especially in relation to treason. No doubt the Internal Security Act is so wide that they could fall foul of its provisions. The State is trying to get its own back for the sit-in, the rejection of the tricameral constitution at the August elections, and the Vaal Triangle upheavals. They're out to prove that something sinister is afoot in SA, when nothing of the sort is true.

Why were you, unlike your sit-in colleagues, not charged when it ended?

From the State's indictments it would appear that the charges against them go back over a period of four years. I was on the Island until February 27.

You spent 20 years there, but you were back in the thick of things soon afterwards. What drives you?

As long as there is oppression and exploitation of man by man there can be no peace for anyone. So I had to play my part. I regard myself as only a cog in a big wheel — the national liberation movement. Those 20 years were not going to deter me. The State should not get the idea that imprisonment and torture would deter me. The new constitution, for example, is entrenching apartheid and increasing polarisation between black and white.

If there was peace I would be making a contribution to a better society for all, but the destruction of apartheid and its iniquities is a primary motivation, even if it means death.

Do you welcome the recent release of certain detainees?

The release of some of the detainees is purely tentative, they have been re-

leased only to be tried for subversion and other allegations. It therefore means release into a mighty big prison. In a way, there's no difference between being inside prison or outside as long as detention without trial obtains.

The fact is that over 100 people are still in detention in terms of Section 29 of the Internal Security Act. The few releases are only token gestures. All should not only be released but the Act should be scrapped, and the principle of *habeus corpus* and the rule of law re-introduced. As long as this is not so, the releases are nothing to shout about.

How do you see conflict being resolved in SA?

I am convinced more than ever that it is not institutionalised violence — as demonstrated by the elaborate defence machinery, billions being spent militarily in Namibia, on bantustans, on policing apartheid — that is the answer. Nor is it through dismemberment of SA into bantustans and tricameral divisions. The solution lies in a unified body politic — because we're one economic entity.

The Nationalist government must no longer prescribe solutions because theirs have always been to perpetuate separation along racial and ethnic lines. The need, therefore, is for black and white to come together to resolve SA's problems. To begin with, there has to be a *rapprochement* between the State and the liberation forces — even Afrikaans media have started calling for dialogue between Pretoria and the ANC. Those in prison and in exile should be brought into the consultations. Treason trials and so on must be immediately halted and dialogue entered into with the very people so charged.

In this context, there is always the fear that one-man-one-vote will submerge the whites. But I envisage a SA where a Beyers Naudé would stand for election in, say, Soweto, or Archie Gumede in Hillbrow, Mandela in Chatsworth, Goldberg in Kwamashu, and so forth. That is, there should be leaders elected on merit alone and not representing any particular groups.



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It permitted managerial employees to refer to black workers as "kaffirs" and "bobbjane", and

It refuses to confirm that it will negotiate in good faith with the union

Van Rhyen says the company was surprised to hear the first two additional allegations as they were made in October and November, several months after incidents were alleged to have occurred. In addition, the union failed to supply full details. Nevertheless, he says, "the allegations were investigated by the company and found to be groundless."

He adds that the company has obviously negotiated in good faith. It has been present at several meetings of the Industrial Council for the dairy industry where the dispute has been discussed.

In response to the company's threat of legal action, the union says the boycott was not called by Cusa but by the Dairymaid Workers' Committee. The committee will continue with its efforts to promote the boycott, it says.

The union's statement claims that legal proceedings against the boycott will help to diminish "one of the few human rights left in SA."

Following the effective boycott of Simba earlier this year it appears that consumer boycotts are again finding favour among unions as a strategy for winning disputes. The Dairymaid dispute may help whether companies will be able to look to the courts for protection against boycotts.

### COLOURED HOUSING Cape sales flop

The planned sale of 10 500 houses to tenants in coloured communities around Cape Town has flopped. Only a handful have been sold and interest is flagging in the face of the economic crunch, a weak sales drive and opposition from civic organisations.

Figures from the Divisional Council of the Cape (Divco), which is handling the project in terms of the Department of Community Development's housing sales campaign, show that only 55 houses were sold in June this year, 20 in August and 25 in September — despite a fairly high level of initial interest. The inability of many tenants to raise the required R300 deposit is regarded as the major factor, and Divco is now seeking permission from the National Housing Fund to allow prospective buyers to spread deposit payments over two years.

The campaign was announced at the beginning of the year when some 10 500 of the 24 500 houses built by Divco were identified as suitable for sale, and tenants were invited to buy them. Plans for a public relations campaign never came about (although tenders were called), apparently because of political differences between councillors. An advertising campaign was run on the



### did you hear

down on their electricity bills could take a leaf out of novelist Aldous Huxley's book? Although he was not blind Huxley had failing sight so he learnt Braille to rest his eyes. One of the compensations, Huxley said, was the pleasure of reading in bed in the dark with book and hands snugly under the bedclothes.

That at least one Ford Motor Company director believes his company should leave SA? Clifton R Wharton, black chancellor of New York State University, told the *Japan Times* recently that all US corporations should quit SA as fast as possible.

That newspaper editors are fallible after all? Before firing one of his reporters the editor of the *San Francisco Examiner* told the man. "I'm sorry, but you just don't know how to use the English language. This isn't a kindergarten for amateur writers." The reporter was Rudyard Kipling.

That accuracy might be desirable in the business world but in literature it can be taken too far? After reading Lord Tennyson's famous line "Every moment dies a man, every moment one is born" accuracy-obsessed Charles Babbage wrote to the poet saying "It must be manifest that if this were true, the population of the world would be at a standstill." Babbage's version was "Every moment dies a man, every moment 1 1/16 is born."

That lower taxes do not always bring joy? An accounting firm tax partner was faced by a belligerent black staff member after the unitary tax system was launched earlier this year. The staffer said his tax payment on the new system was lower than before. Puzzled, the partner remarked that this should bring a smile, not a frown. This earned the retort. "But this means I have been paying too much tax for ten years! I want the government to give it all back!"

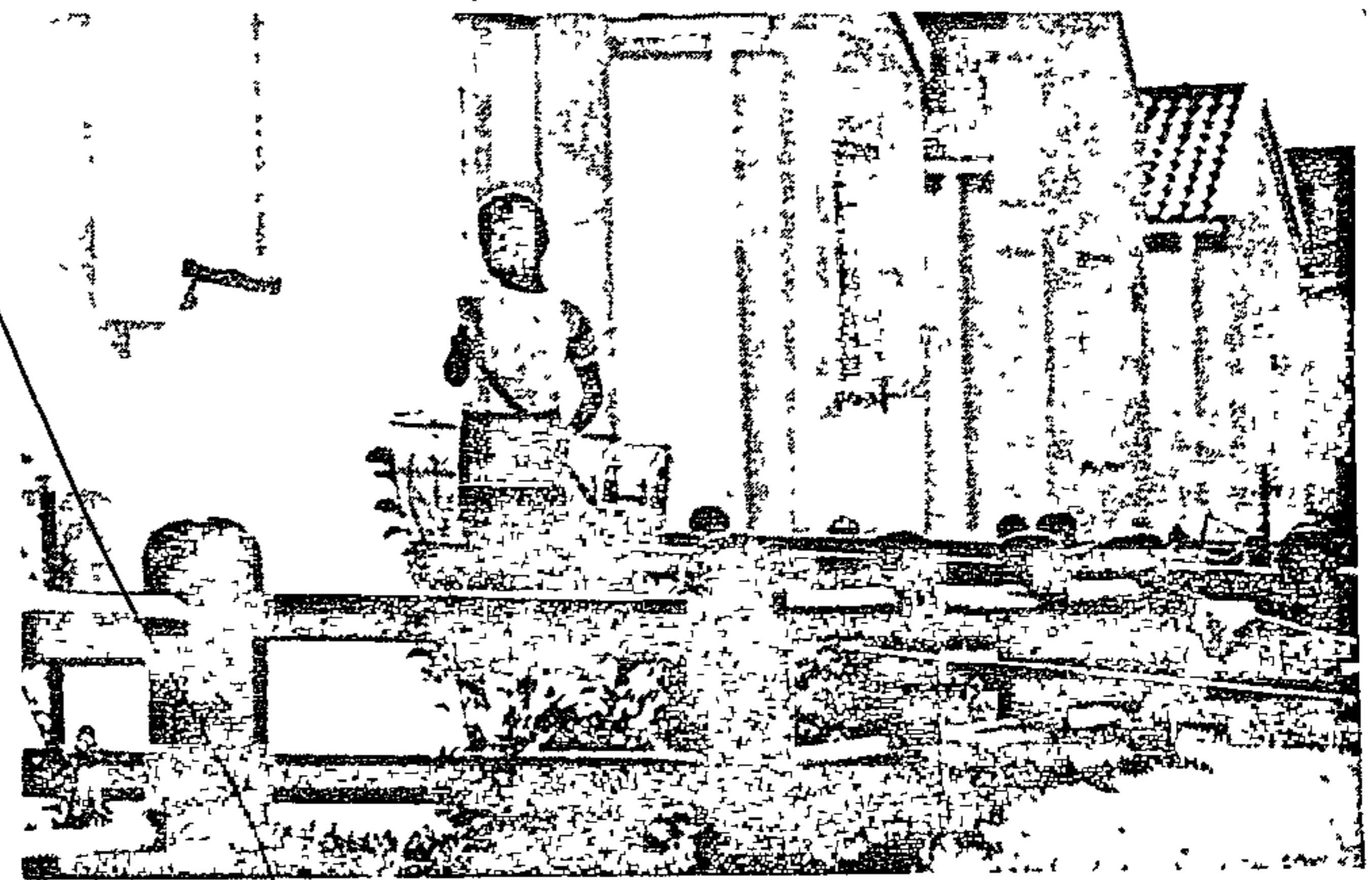
That anyone looking for a way to cut

local radio station.

Prospective buyers earning more than R450/month are told to seek private finance through banks and building societies, while Community Development loans are available to buyers earning less. Interest rates are subsidised by the National Housing Fund — 11.25% for buyers earning more than R650/month and 9% for those

earning R450-R650/month. Areas in which houses are available include Atlantis, Elsies River, Grassy Park and Ocean View.

The campaign is opposed by community organisations who say that while they do not object to the principle of home ownership, they regard the plan as a ploy by the authorities to shirk their responsibility to provide housing.



Coloured housing ... too few buyers

# BUSINESS

NUM demands unrealistic — Pavitt

## Gencor braced for tough talk on black pay

Financial Reporter

**GENCOR** is pushing for better job opportunities for blacks on gold mines but it also seems prepared for a major battle, if necessary, with the black National Union of Mineworkers

These points emerge in the comments by the chairman, Mr Ted Pavitt, and other senior Gencor executives in the annual reports of the group's gold mines

Mr Pavitt says in the Unisel report "The productivity of artisans could be greatly improved at the work face, where much of the maintenance is done on relatively unsophisticated machinery

"Much of this work could be done by less-skilled personnel

"The resolution of this matter with the trade unions should go a long way towards reducing the shortage of artisans and at the same time give more job satisfaction to those who choose to work underground

"The Chamber of Mines is negotiating with some trade unions and officials' associations regarding a security of employment agreement, the industrial relations structure and the elimination of 'scheduled person' from the Mines and Works Act

"It is essential that meaningful progress should be made in this regard in order that members of any sector of the labour force can participate on an equal basis and on merit."

Mr Pavitt adds, however "The

National Union of Mineworkers, representing black workers, conducted wage negotiations (this year) with the Chamber of Mines on behalf of its members, representative in certain categories of labour, on seven mines in the industry

"These negotiations were not settled by July 1, which is the normal date for the implementation of wage increases"

Mr Pavitt comments "The delay in settlement with the NUM can be attributed to unrealistic expectations

"Requests for increases commencing at 60% and reducing to an absolute minimum of 18% puts the union's credibility regarding realistic negotiations on the line

"Whilst accepting the necessity for having to negotiate with trade unions management does not see these unions as the only or most important medium for communicating with employees"

Mr CR Netscher, chairman of the Winkelhaak, Leslie and Bracken mines, goes a little further

He says "It should be appreciated that the NUM's membership is alleged to be 70 000 in a total labour force of some 550 000

"At present there is no means of verifying this figure"

It would seem from these comments that the wage negotiations between management and the NUM are likely to be extremely tough in 1985 on both sides

Another bout of strike action must obviously be a possibility in those circumstances

It is clear, however, that the latest slump in the gold price took Mr Netscher by surprise

He says in the Winkelhaak report in his review dated December 7 "Gold price movements remain extremely difficult to forecast but a reasonably stable floor price ranging between \$330 and \$350 appears to have been established"

Mr Pavitt says simply in the Unisel report "The relatively high real returns on dollar-denominated investments in the United States are detracting from investment in gold

"As a result there does not appear to be a possibility of any significant improvement in the dollar price of gold in the short term, although the weak rand has resulted in very favourable prices in rand terms"

Points from the reports of the individual mines include

UNISEL "The mine's hoisting capacity is now matching milling capacity and the monthly production rate is 112 000 tons. As the contribution from the Leader Reef increases a further reduction in yield can be expected"

WINKELHAAK "A pre-feasibility study is being conducted of the Fold-Fault area. It is anticipated that this will be completed early in 1985 when a decision could be taken with regard to further action"

LESLIE "The future trend of the grade of the ore reserves should continue downwards. Thus, maintenance of profitability will be dependent on the gold price and strict control of working costs"