

IND. REL. — Workers' Org. —
TUCSA

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UNIONIST BANNINGS Another apology

Yet another of the two dozen or more people working in the black labour movement who were banned at the end of 1976 has received damages and an apology from Tucsas and its general secretary, Arthur Grobbelaar. The bannings dealt a severe blow to the black union movement, parts of which have still not fully recovered.

Lawyers acting for Charles Simkins, one of the banned people, tell the *FM* that a settlement has been reached out of court. Simkins's claim against Tucsas and Grobbelaar arose out of a press statement issued by the latter after he had discussed the bannings with Justice Minister James Kruger. The statement caused a number of eyebrows to be raised, not least because the banned people, who may not lawfully be publicly quoted, were not in a position to reply to it.

In his apology Grobbelaar says, *inter alia*, that he and Tucsas "did not intend to imply in that statement that any of the restricted persons were anything other than *bone fide* workers who sought to achieve their object in any way other than through lawful means. They have no reason to believe that any of the restricted persons were engaged in activities aimed at endangering the mainte-

nance of law and order.

Insofar as any of their comments were interpreted in that way they are unreservedly withdrawn and the Trade Union Council of South Africa and Mr Grobbelaar apologise for any damage that may have been done.

About a year ago three other banned trade unionists also received damages and an apology from Tucsas and Grobbelaar.

Die bannings aan die Universiteit gelede, is dr Biddiss, die outeur van etlike nis van Europa gedurende die 19de eeu, uitstekende lektor aan die Universiteit op te tree.

IAN LEDE

teit van
September

RAS EN DIE VIKTORIANERS

Du Toitlokaal, Athenaeum, Nuweland.

Mev. I. Stannard, telefoon 61-4055.

Financial Mail February 9 1979

'n Uitstappie na die Kasteel, Kaapstad, sal plaasvind alleenlik vir lede van die vereniging en hul vriende op Saterdag, 23 Sept. 1978, om 2.30 n.m.

Sal alle lede wat van plan is om die uitstappie by te woon, asb. byeenkom op die Kasteelhoek van die Parade om 2.15 n.m..

Dr J.J.P. Op 't Hof (Direkteur van die William Fehr-Versameling) sal persoonlik 'n toer van die skatte van hierdie Versameling lei en Lieut. W.M. Bisset sal die Militere en die Seevaart-Museums verduidelik.

N.B. Die Kasteel laat nie toe dat besoekers kameras saamneem nie.

Workers and consumers will be hit the hardest

By Sieg Hannig, Labour Reporter

Organised labour sees the worker as being the ultimate sufferer from the "unforeseeable" price spiral expected to be unleashed by the fuel price increase

"This is a major shock to commerce and industry but particularly to the worker, who will bear the brunt of it," said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa

"It is certain to be reflected in wage demands because the price of every consumer article will be affected"

He expressed regret that "this serious imposition doesn't mean a thing to the thousands of businessmen and executives who pass on price increases and drive gas-guzzling luxury cars provided free of charge"

Mr Wessel Bornman, secretary of the Confederation of Labour, said it was a much harder blow than had been expected.

"We thought there might be a chance of narrowing the four-year-old gap between the cost of living and real wages. But this will make it more difficult to achieve that goal," he said.

ARTISANS

Mr Ben Nicholson, secretary of the Confederation of Metal and Building Unions, said artisans would be particularly hard hit because of the lack of public transport to the industrial areas.

"It will have a tremendous effect on the pay negotiations which lie ahead."

Mr Nicholson was concerned that the potential slowdown in the economy and the possible reduction in exports resulting from the increase would aggravate unemployment.

"This could have a worse effect on South Africa than any strategic considerations concerning oil," he warned.

Consumer organisations have reacted with concern and dismay to the increase in the price of petroleum products.

The director of the Consumer Council, Mr Johann Verheem, said "It is obvious that the consumer is going to have to bear the brunt of this, because past experience has proved that cost increases of this nature are directly passed on to the end user"

FARMERS

The production costs of South African farmers will increase by at least R120 million a year as a result of the fuel price increase, the deputy director of the South African Agricultural Union, Mr Piet Swart, said today.

Mr Swart said South African farmers spent R200-million on fuel last year and that the latest fuel price increase, the second this year, would increase production costs by at least 50 to 60 percent.

Mr Jack van Wyk, president of the Afrikaanse Handelsinstituut expressed regret that the economy should be hit by further fuel levies and the need to put another R3 276 million into Sasol 2

But this was unavoidable and South Africans should be grateful for the mitigating factors provided by its high reliance on domestic coal and by its gold production.

Mr Hennie Kleynhans of the Automobile Association said in Johannesburg last night that the increase "comes as a shock by which the other fuel-saving measures pale into insignificance"

De Hennie Reynders, executive director of the Federated Chamber of Industries said that "Sasol is not only for motorists, and we should all bear the cost equally"

"The Government made a good move in spreading the cost over the whole economy"

Union leader urges end to Group Areas Act

STAR 24/3/79 ~~180~~ (2) 23
(3) 135

Mr Barney Krynauw, general secretary of the Garment Workers Union of South Africa has called for the suspension of the Group Areas Act — especially in places where blacks are without houses while white accommodation stands empty

Mr Krynauw said "it makes no sense" to refuse black and coloured families accommodation in areas which have been vacated by white families

He said there were people who could afford to move into this accommodation but who were blocked by the Group Areas Act

TRANSPORT-COSTS

Mr Krynauw said the shortage of housing among blacks had become crucial. He pointed to an "oversupply" of flats in Johannesburg city areas in Braamfontein and Hillbrow where flats were standing empty

"The accommodation is available, yet, because of their race, people who cannot find accommodation

elsewhere must move from flat to flat living as inconspicuously as possible to escape eviction and persecution"

Although segregation in housing could be expected for many years to come this should be economically rather than racially based, he said

Mr Krynauw said the further black families were moved from their place of work the heavier their transport costs become

REHOUSING

"The logical step would be for future housing development to take place on the land between the

black townships and the white cities, not further away," he said

Mr Krynauw has also called for a halt to the moving of people against their wish from existing housing

He questioned the expense of this re-housing. Quoting Mr Ray Swart, MP, he said the Department of Community Development has spent R261-million on coloured and Indian housing between 1960 and 1975. Of this total R200-million was spent rehousing families who had homes but were disqualified from living in them because of the Group Areas Act

Mr Barney Krynauw, general secretary of the Garment Workers' Union of South Africa.

- 1 See Table 1 on page 8 for the 1977 figure for average employment (424 992). This is approximately the level of 1966, 1970 and 1971 and slightly below the local peak year of 1973.
- 2 (Transvaal) Chamber of Mines: Annual Report 1951: p.68.
- 3 (Transvaal and Orange Free State) Chamber of Mines: Annual Reports 1958 (p.51), 1960 (p.57) and 1961 (p.13)
- 4 Chamber of Mines (of South Africa): Annual Reports 1974 (p.5: "the twin problems of Black labour shortages and unprecedented inflation", 1975 (p.5: "a shortfall of Black labour") and 1976 (p.12: "... the industry experienced a marked decline in labour strength in the last quarter of 1976").
- 4(a) In 1974 and 1975 riots and disturbances on the mines resulted in loss of working days and the repatriation of some contract workers. In 1974 new recruitment of labour from Malawi (the largest single supplier) was banned and the employment of workers from this source dropped drastically over the next two years. In 1976 employment of Mozambicans began to decline well below its previous levels - though the precise reasons for this are not clear. Moreover, increased recruitment of South African workers involved a heavier year-end seasonal fluctuation, and the repeal of the Masters and Servants Act in 1974 facilitated 'walkoffs' (i.e. failure to complete contracts) by inexperienced South African miners.

A PITY CONNIE CAN'T MAKE IT

RM 1314177

12/5

The times certainly are a-changing. Who, only a few years ago, would have thought that the multi-racial Trade Union Council of SA would have invited a veritable flock of official luminaries to its 25th anniversary conference?

For starters, the conference, scheduled for Cape Town later this year, will be opened by State President John Vorster. Invitations have also been sent to Plural Relations and Development Minister Piet Koornhof, and Economic Affairs Minister Chris Heunis.

A far cry indeed from the days

when no Nat cabinet minister would be seen dead at a Tucsa conference. If they went to any union meetings at all they were hosted by the largely pro-government SA Confederation of Labour. Either the government has changed, or Tucsa has.

Nafcoc chief Sam Motsuenyane is the only invited speaker who is not a present or former cabinet minister. Perhaps his presence will prevent the gathering from being mistaken for a SATV newscast. Nevertheless, Tucsa and government appear to have buried the hatchet pretty permanently

Détente?

'Treason' claim as Paulus and Minister clash

Labour Reporter *Nov 4/5/79*
Mr Arrie Paulus, leader of the Mineworkers Union, today stormed out of the meeting between the white Confederation of Labour and the Minister of Labour, Mr S P Botha in Pretoria after accusing the Minister of "treason" against the white workers and of lying.

All-race unions are unlikely at present stage

Labour Reporter

There are clear indications that though trade union rights will be extended to black unions, no unions of other races will be able to admit blacks at this stage.

Mr Ronnie Webb, president of the multiracial Trade Union Council of South Africa (Tucsa) named this as one of the major problems likely to arise from the Govern-

ment's response to the Wiehahn Report.

He was speaking after Tucsa's meeting with the Minister of Labour, Mr Fanie Botha, in Pretoria today.

"The Government's apparent intention to confine trade union rights to fixed residents in permanent jobs in metropolitan areas could create considerable problems for trade unions as well," Mr Webb said.

The National Manpower Commission, would play a key role in labour matters, in his opinion, said Mr Webb.

"The appointment of this commission, and the establishment of an industrial court, will evidently receive priority attention."

He was disappointed, particularly about the apparent temporary bar to mixed unions.

"But a start has been made in the right direction, and hopefully the ideal of full freedom of association will be realised eventually."

Yesterday Mr Webb said Tucsa unions would probably opt in large numbers for the opening of ranks to all races. Many of the unions were already mixed — though excluding blacks — because of past legislation.

Informed sources predict that an extended period of lobbying and negotiating will determine the practical effects of the scrapping of discriminatory labour laws.

Another conservative member of the Confederation, Mr Gert Beetge, of the white Building Workers Union, walked out at the same time in apparent sympathy.

In a statement issued after the walk-out Mr Paulus said the Minister had repeatedly assured the Confederation and him personally that no changes would be made in labour legislation before prior consultation of white unions.

This morning Mr Paulus learnt that it would be a matter of days before legislation would be submitted to Parliament.

Referring to the intended scrapping of job reservation, Mr Paulus said this would leave whites at the mercy of employers who certainly would replace them with cheaper black labour.

"According to what Minister Botha said on television he wants us to accept his word. How can the white worker accept the word of the Minister if on two previous occasions he could not keep his word to us?"

"When the Minister was confronted with the fact that the Government had committed treason against the white worker and that the Minister lied on two previous occasions, he became extremely angry and summarily adjourned the meeting and walked to the door," Mr Paulus said with the reference to the walk-out.

"Minister Botha then said he would return only if I apologise."

"I refused and left the meeting myself," Mr Paulus said.

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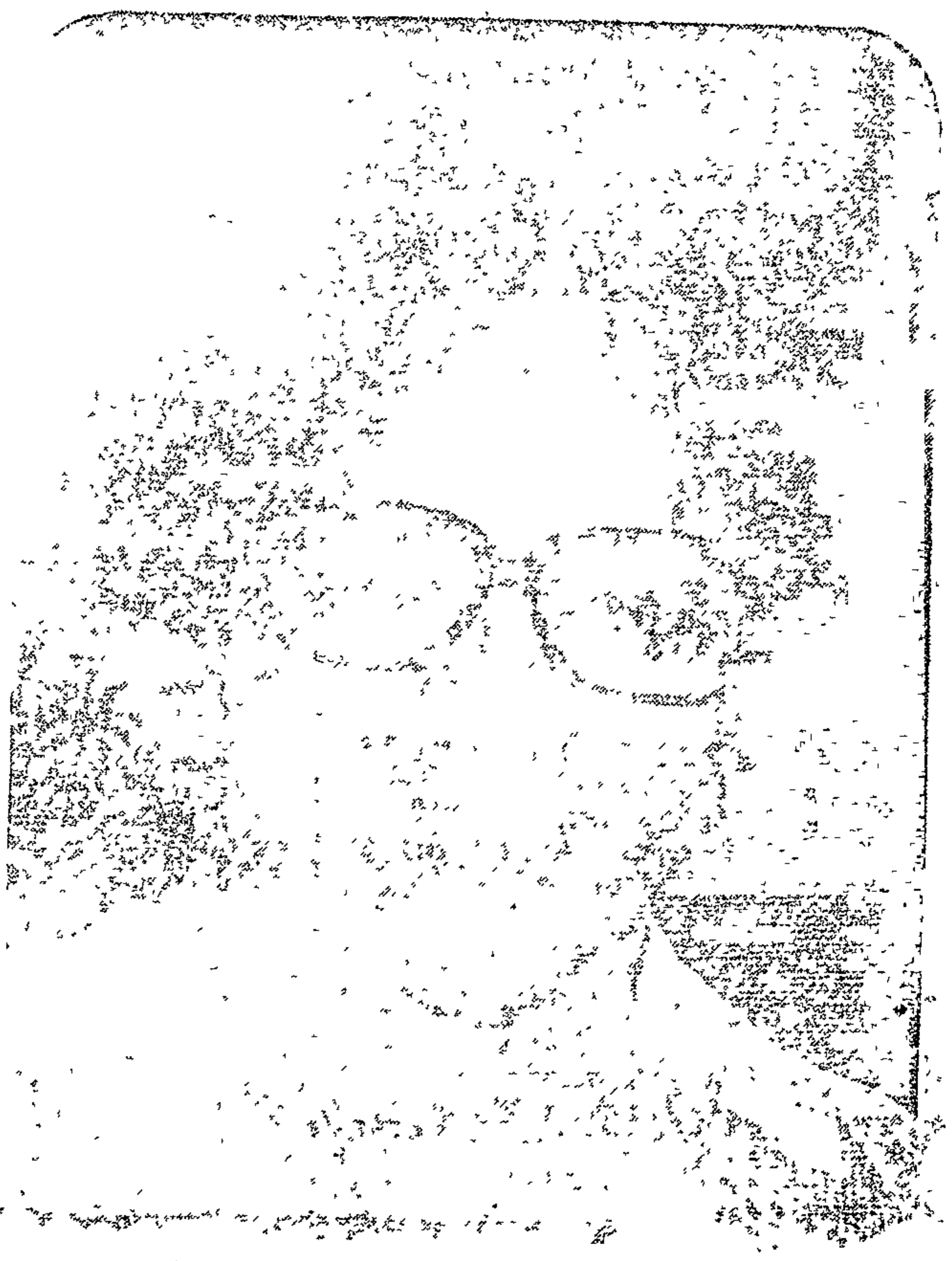
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Lucy Mvubelo is a powerful figure on the black South African trade union scene, and she has the potential to be the most powerful woman in the country.

Her union war won at last

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2 135
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8-10/3/79



Trade unionist Lucy Mvubelo has waged a 26-year-old war for recognition of black trade unions. In the process she has been called an "Uncle Tom" at home and a Government stooge overseas. Yet through perseverance and courage she has come out on top. Eloquent and friendly to the point of being jovial, Mrs Mvubelo is the doyenne of black trade unionism in South Africa. She heads the 20,000 strong National Union of Clothing Workers (NUCW), is a member of

the Trade Union Council of South Africa's (Tucsa) officers committee, and she was recently tipped to become a member of the National Manpower Commission. Today she cuts a picture of a busy woman but her entry into trade unionism was on a much humbler level. In 1943 she joined one of the first factories in South Africa to ever employ black women. Her job was that of a table hand, sewing at R2,25 a week. "My first taste of unionism came when locked out of the factory by employers. They wouldn't accept the recommendations

of the Garment Workers Union. In those days the union was multi-racial and black women fought for union rights because they were not represented. Our rights were brought to us and they were spectacular -- it was all very exciting. Once initiated into trade unionism there was no stopping her. She was elected as a shop steward and in 1945 she was one of five black women elected to the GWU national executive. "I was always re-elected unopposed until 1953 when the Native Labour Settlements of Disputes

Lucy Mvubelo — the stalwart trade unionist who has won her fought fight.

Act was promulgated, and black women were no longer allowed to belong to registered unions," she said.

Black male factory workers were the ones who reached an agreement between the GWU and the Government, but black women were left in limbo.

So, Mrs Mvubelo stepped into the vacuum and created the NUCW.

She recounts the ensuing battle for recognition forcefully, but not without humour.

There were deputations to the Minister of Labour memorandums and resolutions. She was attacked on all sides — by the die-hards within her own ranks who said her union was only a second class form of representation.

She also came in for flak from overseas trade unions who wouldn't listen to her when she spoke out strongly against sanctions and economic boycotts against South Africa. Even Donald Woods, former editor of the Daily Dispatch, labelled her a government stooge after

he had shipped the country. "I had never even heard of Donald Woods until the Biko affair," she said with a wry smile.

"I'm against strong politics and trade unionism. I felt that if I advocated boycotts I would be putting a spear into the back of my people." So she stood her ground.

"It hurt. You can't defend apartheid — it's a defenceless case but some nights I would cry so much my pillow would be wet and I would pray to God that the government would hurry up and recognise us."

Mrs Mvubelo made it very clear in the 1950s when she and other unions broke away from the South African Congress of Trade Unions and African National Council's alliance, that politics were to be kept out of trade union matters.

"You know there have been so many disappointments and heartaches. It was almost like playing a game of draughts," she said, slamming her large hands down on the table.

Twice, she said, many black unions formed their own co-ordinating bodies, only to disintegrate or be forced to leave them when they became too big to manage. They had to resign because of government pressure. They rejoined Tucsa in 1976 when that organisation amended its constitution.

Now with the Wiehahn Commission's recommendations black unions are finally to be registered and recognised and Mrs Mvubelo is overjoyed.

But I feel the Minister of Labour should leave it to the unions to decide if they want to be multi-racial or not — I believe in integrated unions.

"I'm not happy about the homeland workers being left out. They have made their contribution to the so-called Republic and to me there is no such thing as separate states."

"We are almost back to where we started in the 1940s. It seems so silly, why did they have to take so long?"

Assurances on changes 135

8-12/5/79

Artisan trade unions have been reassured that the changes heralded by the Wiehahn Report will be to their advantage.

Pending legislation meant no "bulldozing or steamrolling" of white labour, said representatives of almost 100 000 workers after talks with the Minister of Manpower Development (Labour).

Mr Fanie Botha, yesterday

"We believe the new system will strengthen the industrial council system of negotiations between trade unions and employers," said Mr Ben Nicholson, chairman of the Federation of Mining Unions and secretary of the Confederation of Metal and Building Unions

And a new safety valve

in the form of the Industrial Court would settle disputes and grievances, he said

He was looking forward to Tuesday when trade unions and the Minister would discuss the problems that would arise if trade unions were prevented from being racially mixed

He planned to seek registration for a black electrical union which, could

in time merge with the existing coloured and white electrical unions

The industrial council system would force trade unions of all races to reach common ground in negotiations with employers, Mr Nicholson said

"How else can you keep a black union on the path followed by the existing unions?" he asked.

Black unions 'may paralyse SA'

8/10/79
135

Pretoria Bureau

The Wiehahn Commission's recommendations could enable militant black South Africans to paralyse the country economically and to demand the vote, the NRP's sole Provincial Council representative, Mr Francois Oberholzer, said yesterday.

There was a hatred for whites by militant young black men which was unequalled anywhere in the world, said Mr Oberholzer (Rosettenville).

He warned against allowing trade unions to be used as political

weapons and said once they were opened to all races, young black militants would take over the leadership of the workers' organisations.

"If we had to place this powerful and potent instrument in the hands of the people bent on using it for political purposes, then this country will run into serious problems," Mr Oberholzer said.

Those people who were not allowed to participate in the affairs of the country in the past could use the strength of trade unions to demand the vote, he said.

Union man ^{18/5/79} _{C Times 135} in court

Staff Reporter

A TRADE UNION official as well as a number of striking workers were detained in March this year after a manager of Rainbow Chickens called the security police

Mr J A Kets, a former director of Rainbow Chicken Farms (Pty) Limited, told the Worcester Magistrate's court on Wednesday that when he saw Mr Jan Theron, general secretary of the Food and Canning Workers' Union, approach a group of striking workers outside Rainbow's premises in Worcester, he called the security police

Mr Theron and some of the workers were then detained

Mr Kets was giving evidence at Mr Theron's trial on charges of illegally attending a meeting, which had been prohibited in terms of the Riotous Assemblies Act and trespassing on the premises of Rainbow Chickens

The hearing continues on June 11

Mr M C Marias was on the Bench. Mr D J Oosthuizen appeared for the State. Mr Farlam was instructed by Frank, Bernadt and Joffe

Labour Bill:

135

Tucsa call for rethink

20/5/79 DO

PRETORIA — The Trade Union Council of South Africa is to make urgent representations to the government to "think again" about the provisions in the draft Bill to amend the Industrial Conciliation Act

The general secretary of Tucsa, Mr Arthur Grobbelaar, said he had a long discussion with the Minister of Labour, Mr Fanie Botha, on Thursday. He told the Minister there had been serious departures in the Bill from the recommendations of the Wiehahn Commission

Mr Grobbelaar, who is a member of the commission but who stressed he was speaking for Tucsa, said there still was room for manoeuvre, and the Minister's attitude was flexible enough to give hope that the provisions causing serious concern could be improved.

"We fear that what could be a great step forward in the field of labour relations could deteriorate into a stumble unless there is a rethink"

Tucsa's two main objections are that commuter labour is to be excluded from membership of trade unions and that mixed unions are virtually prohibited

Mr Grobbelaar said the definitions of "employee" in the Bill excluded com-

muters and migrant workers from trade union membership

Meanwhile, the Wiehahn Commission's proposals were denounced as "deceptive" by the powerful Brussels-based International Confederation of Free Trade Unions.

In a statement highly critical of the commission, the confederation secretary-general, Mr Otto Kersten, said black workers and trade unions in South Africa would be worse off if the Bill became law.

"Not only black migrant workers but even blacks commuting daily from so-called neighbouring homelands to their place of work in urban areas will be denied the right to union membership," Mr Kersten said — DDC

(135)
rom 245/19

Think again, Tucsa urges Fanie Botha

Pretoria Bureau

THE TRADE Union Council of South Africa (Tucsa) is to make urgent representations to the Government to "think again" about the provisions in the Draft Bill to amend the Industrial Conciliation Act.

The General Secretary of Tucsa, Mr Arthur Grobbelaar, said he had a long discussion with the Minister of Labour, Mr Fanie Botha, this week. He told the Minister there had been serious departures in the Bill from the recommendations of the Wiehahn Commission.

Mr Grobbelaar is a member of the commission but stressed he was speaking for Tucsa. He said there was still room for

manoeuvre and that the Minister's attitude was flexible enough to give hope that the provisions causing serious concern could be improved on.

Tucsa's two main objections are that commuter labour is to be excluded from membership of trade unions and that mixed unions are virtually prohibited.

"We cannot see how commuters, who live on the fringes of our major industrial areas and who are permanently integrated in our industrial system, can be excluded from the rights of trade union membership."

But the Bill allows the Minister to include certain types of commuter workers in the employee definition.

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Union's slam 'double cross'

By DICK USHER

WIDE resentment is sweeping the trade union movement over the Government's about-face on important aspects of the Wiehahn Commission's recommendations.

The Industrial Conciliation Amendment Bill, released in Cape Town this week, contradicts major proposals of the commission of enquiry into labour legislation and will outlaw the formation of new mixed unions, exclude all migrant and "commuter" workers from trade union membership and give existing unions the right of veto over membership applications to industrial councils.

While Professor Nic Wiehahn, chairman of the commission, is overseas on a 10-nation mission to sell the Government's new position on labour legislation, some trade unionists were describing the whole operation as a "double cross".

Pressing

The executive of the Trade Union Council of South Africa (Tuca) met on Friday and will meet again today to prepare urgent representations to the Government pressing for a rethink on the proposed legislation.

Meanwhile the recently-formed Federation of South African Trade Union (Fosatu), a non-racial organisation comprising both registered and unregistered unions, has said the Bill "constitutes a substantial blow to the unregistered union movement and a retraction of many rights now enjoyed by African workers in the present dispensation".

In a statement issued in Durban, Fosatu said the Bill has the clear intention "to deprive the majority of African workers of the right to unions and of the

on Friday and will meet again today to prepare urgent representations to the Government pressing for a rethink on the proposed legislation.

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In a statement issued in Durban, Fosatu said the Bill has the clear intention "to deprive the majority of African workers of the right to unions and of the rights to collective bargaining, to prevent unregistered unions from operating in the future, and to extend Government control over all aspects of trade union activity".

Reaction

PFP spokesman on labour affairs, Dr Zac de Beer, said the Bill falls so far short of the Wiehahn Commission's recommendations that reactions are varying between great disappointment and rage.

"The effects on the shop floor could be very severe indeed," said Dr de Beer.

Fosatu rejects the Bill outright because "it is not an advance in workers' rights but a loss of rights for all workers in terms of segregation".

"Fosatu is committed to non-racialism and open constitutions which the Bill in its present form precludes".

PFP sources, however, indicated the Opposition may support the Bill because it is seen as presenting some advances, however minimal, in black workers' rights.

Unions may pose political threat

135 Financial Editor N.M. 30/5/79.

BLACK workers are likely to use trade unions as "political platforms", according to Mr. L. B. de Wet, of the Hulett's Corporation.

Mr de Wet, who was addressing a Durban Chamber of Commerce seminar yesterday, arranged to discuss the Wiehahn Commission's Report, said that unions will be forced to develop along racial lines

right into their hands by forcing the development of racially-based unions "

More business news on Page 22

"The likelihood of a political orientation would be reduced in a non-racial union situation. But the system proposed by the Government does not permit development on non-racial lines

Furthermore, the prohibition of large numbers of Blacks from trade union membership might result in their turning to organisations like the Inkatha movement.

"I feel sure that Inkatha will become involved in labour relations in some way or other."

Labour unrest

Mr de Wet said that there was a real danger of Inkatha gaining control of Black unions by having its nominees elected to office. This could lead to labour unrest.

The International Labour Movement was also likely to play a more active role in the training of employee representatives.

This could result in their exposure to alien or undesirable philosophies.

"There is a distinct possibility that politically-motivated organisations will endeavour to use labour as a means of attaining their political ends.

"I believe that the Government is playing

Labour 'new deal' gets rough world response

135
13/7/79
SGL

By Sieg Hannig,
Labour Reporter

A delegation from South Africa's biggest labour organisation wants to see the Minister of Manpower Development, Mr Fanie Botha, about the adverse international response to South Africa's "new deal" for black labour

This was revealed today by Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa (Tucsa)

Speaking of Tucsa's talks with labour leaders at the recent international labour conference in Geneva, Mr Grobbelaar said: "We found it virtually impossible to convince anybody that the new labour legislation

was designed to improve the lot of black workers

"There was some qualified support for some of the changes. But generally the amending legislation is seen as negative"

Another member of Tucsa's delegation to Geneva, Mr Andre Malherbe of the Society of Bank Officials, said: "The credulity of our few remaining friends has been tested to the extreme. And our enemies have gained new ground. Now they are discrediting the whole Wiehahn Commission as a bluff"

Mr Malherbe said he found the new legislation a personal embarrassment, but pleaded for patience until the next session of Parliament when he expected progress to be made.

Agreement reached on electronic editing

CAPE TIMES

20/7/79

JOHANNESBURG — A dispute over computerized printing at South African Associated Newspapers has been settled and according to the general secretary of the Typographical Union, electronic editing and printing can now be introduced at other newspapers.

Mr E van Tonder, general secretary of the union announced the end of the dispute yesterday and said an agreement had been reached to provide the basis for the introduction of the computerized system at other newspapers.

'It has been built into the main agreement of the industrial council for the newspaper industry,' he said.

The introduction of electronic equipment would replace the hot metal process at most newspapers in the near future and would eliminate traditional functions of printers and other members of his union, Mr Van Tonder said.

Subject to certain provisions, paid editorial staff, journalists and advertising staff would be allowed to operate the new equipment. — Sap

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Union man castigates labour law

Mercury Reporter

PROPOSED new powers for the Minister of Labour enabling him to make exceptions concerning trade union membership were described by a trade union official yesterday as "absurd".

Mr Alec Irwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu), was speaking at a lunch hour meeting at the Institute of Race Relations in Durban.

New labour laws to be promulgated would present a major problem, especially in Natal where most of the African work force lived in KwaZulu and therefore was not eligible for trade union rights.

The minister had indicated he would have the power of exempting certain workers from this rule and he would use it in Natal.

But nobody is happy about the minister being able to govern union membership.

I haven't the slightest idea how he intends administering the exemptions and I don't think the minister is too clear about it himself, Mr Irwin said.

Because of this he was sure many of the unregistered (Black) unions — there were about 25 in the country with a membership of about 80 000 — would refuse to register.

The general feeling of unions affiliated to his federation was also that they remain unregistered but the official stand would only be known next month.

Mr Irwin also expressed his disappointment that the Wiehahn Commission report was not totally accepted by the Government.

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Jan 22/8/79 (135)

Trade licence fees may be raised 60 pc

Municipal Reporter

The Johannesburg City Council's management committee is pushing for a major shake-up of its trade licence fees, including a possible 60 percent increase.

Council opposes tax on perks...

The Johannesburg City Council's management committee opposes strongly the proposed tax on job fringe benefits.

The staff board told the management committee this week that the proposed tax would have a "far reaching effect" on Johannesburg municipal services.

It said the tax-free benefits granted to council employees were "relatively modest" and had been introduced to solve certain problems, not as tax avoidance measures. For example:

● Firemen were given free accommodation and, if this meant they would be taxed at a higher level, the council would face serious staff problems.

● For years the council had helped employees to buy cars rather than buy its own fleet of cars as this was found to be cheaper. Employees were given travel allowances for using their cars on council business. If this were changed, the council would have to spend a great deal on buying its own fleet.

● Entertainment allowances were limited to R744 a year for the five heads of major departments and to R240 for the seven other departmental heads. These allowances were intended to be reimbursive rather than to boost the income of the officials, the staff board said.

The committee has approved a memorandum prepared by the City Treasurer's Department, and will now make representations through the Municipal Association of the Transvaal for the changes.

The memorandum recommends that each municipality should be allowed to set its own trade licence fees, and that all businesses should pay them. Licensing will still be governed by the Licences Ordinance of 1974.

It said the fees had become an essential, although small source of income for municipalities since they were first handed over to them in 1974.

But since then, there had been an average decrease of 1,06 percent a year in trade licence income because "the new firms that are being registered do not compensate for the liquidations of, and cut-backs on stock levels by, existing firms."

COSTS

At the same time the cost of administering trade licences had increased.

To compensate municipalities for increased costs, the original ratio should be restored. In Johannesburg this would mean an increase of at least 60 percent in fees.

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Die program van die Sentrum staan onder die toesig van 'n Akademiese Advieskomitee wat in 1978 bestaan het uit die

AKADEMIESE ADVIESKOMITEE EN RAAD VAN BEHEER

Die hoofdoel van die Sentrum is om navorsing na die onder-
linge groepsverhoudinge in Suid-Afrika te bevorder en te
lei, in die besonder oor verhoudinge tussen rasse- en
taalgroepe.

navorsingsassistentie in diens geneem. Twee ere-

Ek wil weereens die Carnegie Corporation en die Algemeen
Diakonaal Bureau van die Gereformeerde Kerken van
Nederlaad bedank vir hulle gulle ondersteuning van die
Konstruktiewe Program wat ons in staat gestel het om meer

kampus, waar ons gedurende die laaste vyf jaar gehuisves
was, ontgroei. Daarom is ek besonder dankbaar vir die
ekstra ruimte wat ons nuwe kantoor in die Leslie Social
Sciences Building op die Groote Schuur Campus aanbied.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64			3,72		1,31	0,67	0,80	0,68
65+			2,44		1,91	0,75	1,44	0,91
ALL			1,16		0,33	0,17	0,25	0,20
NO.			56		370	201	533	329

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00					0,00	0,00
25-44	0,00	0,00						
45-64	0,01	0,00						
65+	0,02	0,01						
ALL	0,04	0,02						
NO.	87	43						

ROM
24/8/77

135

GENITO-URINARY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,22	0,02	0,04	0,04	0,00
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

Tucsa clash is expected over Wiehahn report

By RIAAN DE VILLIERS
Labour Correspondent

GOVERNMENT labour legislation following the Wiehahn Commission report is likely to come under sharp fire at the 25th annual conference of the Trade Union Council of South Africa (Tucsa) to be held in Cape Town next month.

But the conference may clash over the merits of the commission report itself.

This has emerged from the final conference agenda which was released yesterday.

The conference will debate several resolutions condemning the Industrial Conciliation Amendment Act and urging the Government to fully implement the commission's proposals.

The leadership of Tucsa condemned the act as a "recipe for industrial chaos" in a memorandum to the Minister of Labour earlier this year.

The memorandum, which will appear in full in the annual report of the national executive committee, was submitted to the conference, was written by Mr Arthur Grobler, Tucsa's general secretary.

Dealing with the definition of "employee" in the act, the memorandum said the exclusion of frontier commuters would undoubtedly bring about a situation of both industrial and administrative chaos.

Dealing with the Bill's ban on mixed trade unions, the memorandum said: "To continue with a system which seeks the continued polarisation of the work force along racial lines is a recipe for certain disaster in industrial relations."

The memorandum criticised several other features of the Bill and pleaded for further amendments.

One resolution will ask the conference to express its "profound disappointment in and total condemnation of" the act for excluding frontier commuters and migrants from trade union membership.

The national executive committee has submitted a resolution welcoming and endorsing the commission report.

But the National Union of Commercial and Allied Workers will put forward an amendment proposing the endorsement of the "positive elements" of the report and asking that a section expressing "the fullest confidence in the commission" be scrapped.

In another resolution, the same union will ask the conference to express concern over the commission's recommendation regarding possible surveillance of union elections by the National Manpower Commission, which would be an "unwarranted interference in trade union democracy."

CERTAIN

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,22	0,02	0,04	0,04	0,00
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
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TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases	5737	3118	537	246	847	847	148	66
Cerebrovascular Diseases			1732	30.6%			6.2%	3.4%
Total Circulatory Diseases (390-404)							772	749
							32.3%	39.0%
							2390	1921
							100%	100%
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

135

Chamber of Mines to come under fire
 Labour Correspondent
 THE Chamber of Mines is subjected to a scathing attack in a resolution to be submitted to the 25th annual conference of the Trade Union Council of South Africa (Tucsa) next month.
 The resolution accuses the chamber of paying "appalling low wages" until recently and taking full advantage of the migrant labour system.
 The resolution, submitted by the Witwatersrand Liquor and Catering Trade Employees Union, condemns the Mineworkers' Union for trying to prevent black job advancement on the mines.
 The resolution states that the sincerity of the chamber should be questioned because:
 • It has taken many decades to begin prompting black job advancement on a serious scale.
 • Black miners' wages were appallingly low until not so many years ago and still leave much to be desired.
 • While mine owners have frequently condemned the migrant labour system they nevertheless continue to this very day to take full advantage of this pernicious system.
 • The problem of accidents on the mines is still a source of great public concern and its prevention does not appear to have been tackled in the required manner.

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

...station of life at birth for the ...ment between 1941 and 1970, it is ...d' males nor females, at either e ...ife in 1970 which are as high as the ... some cause for concern is that al- ...be expected to improve indefinitely, ...fe expectancy is levelling off at a ...e white community.

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Tucsa clash is expected over Wiehahn report

By RIAAN DE VILLIERS
Labour Correspondent

GOVERNMENT labour legisla-
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But the conference may
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This has emerged from the
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The conference will debate
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The leadership of Tucsa con-
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The memorandum, which
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The resolution accuses the
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The resolution, submitted by
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● It has taken many decades to
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take full advantage of this per-
nicious system.

● The problem of accidents on
the mines is still a source of
great public concern and its
prevention does not appear to
have been tackled in the re-
quired manner.

What is perhaps of some concern is
that the gap between the expectation of life for males and females is widen-
ing. This trend is apparent in both the whites and the 'coloured' communi-
ties, although it is particularly marked in the latter for whom Male:Female
deficit of 1,0 years in 1941 at e₀ has become 6,9 years in 1970. For whites
a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during which they have been chosen is either higher or lower than that of the whites.

Two aspects of the ... Firstly, whilst these rates are decrease in the by a decreasing primary, secondarily decrease the

Secondly, it should be important for underlying population are also of importance contribute a considerable example 'coloured' files of the two provides an indication The changes in for the purpose

The expectation Although data have not considered different expected of life at birth Characteristics Fig. 6 indicate

so marked is this difference that at e₄₅

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute
Inter-Racial Studies Limited
(Beperk deur ca.)

31 000
member
boost for
Tuksa?

By Sieg Hannig
Labour Reporter

The multiracial Trade Union Council of South Africa may boost its membership by 31 000 to a total of 270 000 workers with the possible re-affiliation of a leading engineering union

At its three-yearly conference this week, the South African Boilermakers' Society instructed its executive committee to fully investigate whether a re-affiliation to Tuksa is in its best interests

"We have made arrangements to attend Tuksa's annual conference," the union's secretary, Mr A J "Ike" van der Watt, revealed today.

The conference will be held in Cape Town from September 10.

ROLE

It was at a previous annual conference of Tuksa, three years ago, when the union announced its decision to leave Tuksa after having played a leading role in the organisation.

The reason for the disaffiliation appeared to be the fear of cheap labour — a fear which has been countered by the recommendations of the Wiehahn Commission and South Africa's general movement in the direction of the labour policies advocated by Tuksa.

Gedurende die eerste nege jaar van sy bestaan het die Sentrum vir Intergroepstudies gereeld 'n jaarverslag oor sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-frust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) — 'n maatskappy beperk deur garansie en sonder 'n aandeel-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

Union may rejoin Tucsa

Ram
1/11/77

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By RIAAN DE VILLIERS

A LEADING metal union, the South African Boilermakers' Society, may reaffiliate to the Trade Union Council of South Africa (Tucsa) after withdrawing three years ago.

This follows a resolution adopted at the union's triannual conference held this week, instructing its executive committee to reaffiliate if this was in the union's interest.

Mr Ike van der Watt, general secretary, said yesterday a union delegation would attend the Tucsa conference to be held in Cape Town this month and a decision would be taken afterwards.

He said the union withdrew from Tucsa because too much emphasis was being laid at the time on black job advancement and not enough on trade union rights for blacks. This was contrary to trade union principles.

"We are not opposed to black job advancement, but our policy is to promote trade union labour of all races and we oppose trade union labour being replaced with non-union labour."

But following the Wiehahn Commission report the union felt circumstances had changed, he said.

The union may also form a parallel union for blacks in the steel and engineering industry because it is concerned about blacks in higher job categories who are not being organised by existing black unions.

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Labour heads in row on migrants

Pretoria Bureau

LABOUR leaders were "amazed and perturbed" yesterday that the Government intends allowing the recruitment of 100 black Zimbabwe workers a month for domestic and agricultural work in the Transvaal.

They said the move, against a background of South Africa's massive and worsening black unemployment problem, was incomprehensible.

The Deputy Minister of Co-operation and Development, Dr G de V Morrison, announced in Pretoria that local black males had "withdrawn" from domestic and other types of work in preference for "more appealing" jobs.

This had caused an increase in demand for black male domestic workers which could not, the Minister claimed, be met locally.

The imported workers would work in the area of jurisdiction of the Witwatersrand Administration Board as domestic workers and in the Eastern Transvaal as agricultural workers

Labour leaders found it difficult to accept that out of the hundreds of thousands of unemployed blacks in the Wrab area there were at least a few hundred a month who would not happily take on domestic work.

The vice-president of the Trade Union Council of South Africa, Mr Andre Malherbe, said

"This move has come as a complete surprise to us. We were under the impression our unemployment problem was acute and that there was certainly no need to import labour, even domestic labour."

Mr Malherbe said hundreds of South African blacks were endorsed out of the Witwatersrand area every month — "surely some of them would have welcomed domestic work"

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said "It can only be wrong to import workers when we have so many thousands of our own blacks looking for work. The Deputy Minister's reasoning is not easy to understand."

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135

Tucsa chief backs SA change

Argus 10/9/79
135

'MEANINGFUL change is no longer a meaningless euphemism,' Mr Ronnie Webb, president of the 240 000-strong Trade Union Council of South Africa (Tucsa), said in Cape Town today.

Significant changes to the Government's 'iniquitous ideology' were vindicating Tucsa's efforts, born 25 years ago out of opposition to labour apartheid, he told Tucsa's silver jubilee conference.

The Prime Minister's approach — recognising 'the gravity of our situation' — deserved Tucsa's support

Likewise, certain Cabinet Ministers had introduced 'some very necessary reforms which may well serve to prevent catastrophic racial conflict which is constantly simmering beneath the surface.'

'BEDEVILLED'

Apartheid was not dead while total equality was 'bedevilled by a statute book bristling with racial, discriminatory provisions which are an affront to human dignity'

But, said Mr Webb, he was convinced that 'meaningful change is no longer a meaningless euphemism.'

He appealed to the Minister of Manpower Utilisation to give urgent attention to the contradictions presented by the exclusion of migrants and commuters and the retention of the status quo regarding mixed trade unions.

Mr Webb expressed 'total opposition' to disinvestment in South Africa.

He condemned 'those activists who are rendering a disservice to the underprivileged persons of this country, whom they claim to be fighting for,' while living far away from the chaos and anarchy they tried to bring about.

These activists were scoring some victories and lack of investment capital was compounding the unemployment problem.

In spite of the fuel problems, the authorities were still pursuing Group Areas Act provisions relating to residential areas — often ruthlessly, said Mr Webb.

The relocation of 'disqualified persons' far from their places of employment was compounding the problem, he said.

Meaningful change is acclaimed by Tucsa leader

135

STAR

10/9/79

By Sieg Hannig, Labour Reporter

CAPE TOWN — Meaningful change is no longer a “meaningless euphemism,” Mr Ronnie Webb, president of the 240 000-strong Trade Union Council of South Africa (Tucsa), said here today.

Significant changes to the Government's “iniquitous ideology” were vindicating the efforts of Tucsa, born 25 years ago out of opposition to labour apartheid, he told Tucsa's silver jubilee conference.

The Prime Minister's dynamic approach — recognising “the gravity of our situation” — deserved Tucsa's support.

Likewise, certain cabinet ministers had introduced “some very necessary reforms, which may well serve to prevent catastrophic racial conflict which is constantly simmering beneath the surface.”

Apartheid was not dead while total equality was “bedevilled by a statute book bristling with racial, discriminatory provisions which are an affront to human dignity.”

But he was convinced that “meaningful change is no longer a meaningless euphemism.”

WIEHAHN

Mr Webb congratulated the Wiehahn Commission on “a job well done” a report of “overwhelming importance.”

He described the legislation arising from this as “a significantly progressive step in extending legitimate trade union rights to certain black workers.”

But he appealed to the Minister of Manpower Utilisation to give urgent attention to the contradictions presented by the exclusion of migrants and commuters, and the retention of the status quo regarding mixed trade unions.

Mr Webb expressed “total opposition” to disinvestment in South Africa.

He condemned “those activists who are rendering a disservice to the underprivileged persons of this country, whom they claim to be fighting for” while living far away from the chaos and anarchy they tried to bring about.

VICTORIES

But he said these activists were scoring some victories, and lack of investment capital was compounding the unemployment problem.

South Africa's internal policies were directly responsible for the fact that its fuel supplies were more precarious than elsewhere and its fuel prices were the highest in the world, Mr Webb said.

Despite the fuel problems, the authorities were still pursuing Group Areas Act provisions relating to residential areas — often ruthlessly.

The relocation of “disqualified persons” far from their places of employment was compounding the fuel problem, he said.

135

Malherbe to head Tucsa

Own Correspondent

Mr Andre Malherbe, General Secretary of the South African Society of Bank Officials and its coloured and black sister unions, was today elected president of the multi-racial Trade Union Council of South Africa.

Mr Malherbe was the only person nominated to succeed the council's first coloured president, Mr Ronnie Webb, who had served for the past two years.

135 RDM 11/9/79

Tucsa points to hurdles on Govt path of change

CAPE TOWN — Mr Ronnie Webb, president of the 240 000-strong Trade Union Council of South Africa, yesterday affirmed Tucsa's support for the Prime Minister's approach to "meaningful change" and said the phrase was no longer "a meaningless euphemism"

But he cautioned that apartheid was not dead while total equality was "bedevilled by a statute book bristling with racial, discriminatory provisions which are an affront to human dignity"

Mr Webb told Tucsa's silver jubilee conference that significant changes to the Government's "iniquitous ideology"

were vindicating the council's efforts born 25 years ago out of opposition to labour apartheid

Certain Cabinet Ministers had introduced "some very necessary reforms which may well serve to prevent catastrophic racial conflict which is constantly simmering beneath the surface"

He appealed to the Minister of Manpower Utilisation, Mr Fanie Botha, to give urgent attention to the contradictions presented by the exclusion of migrants and commuters and the retention of the status quo against mixed trade unions

And he said that in spite of the fuel problem the authorities

were still pursuing Group Areas Act provisions relating to residential areas — often ruthlessly.

The relocation of "disqualified persons" far from their places of employment was compounding the problem

Mr Webb expressed his total opposition to disinvestment in South Africa

He condemned activists "who are rendering a disservice to the underprivileged persons of this country, whom they claim to be fighting for"

They were scoring some victories, and lack of investment capital was adding to the unemployment problem — Sapa.

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

1 fresh green medium size
cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapples. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

---o0o---

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

boiled potatoes
cooked bacon
mayonnaise

chopped onion
salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

---o0o---

EGG SALAD

May Bennett, Ridgeworth

hard boiled eggs
salanase

salt and pepper
peprjka and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanase.

---o0o---

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce

1 cup cucumber, peeled and diced
1 cup cooked green peas

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:

Blend together 6 T salad oil and 2 T lemon juice.

---o0o---

135 DD 11/9/79
**Tucsa leader
backs reforms**

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—SAPA

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

---o0o---

APPLE TUNA TOSS SALAD

1 medium head lettuce, torn in
bite-size pieces (4 cups) 1/3 cup coarsely chopped walnuts
2 cups diced apple 1/2 cup mayonnaise or salad
1 11 oz can (1 1/3 cups) mandarin 2 t soya sauce
orange sections, drained 1 t lemon juice
1 6 1/2 oz can tuna, drained
and broken in large chunks

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

---o0o---

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Wiehahn and Riekert on the Tucsa agenda

THE silver jubilee conference of Trade Union Council of South Africa (Tucsa) will be debating a number of hot issues this week and is likely to make strong statements on the Wiehahn and Riekert reports.

The conference's agenda contains a number of hard-hitting resolutions which take the government to task for not moving fast enough to put the recommendations of the two commissions into effect.

The national executive committee has a motion in its name on the agenda urging the government to introduce further amending legislation as an urgent priority during the next parliamentary session, to implement the majority recommendations of the Wiehahn Commission "in unadulterated form".

Welcoming the report, the

motion also expresses the committee's "fullest confidence" in the Wiehahn Commission.

Another motion in the committee's name expresses "profound disappointment" that the Riekert Commission failed to recommend the repeal of all discriminatory legislation which hinders the economic development and growth of the country.

Dealing with the price of food, another motion calls on the government to immediately abolish or reduce general sales tax, implement an effective subsidy scheme, and investigate the effectiveness of the different control boards.

A motion on the oil price urges the government to investigate the "alleged excessive profits" made by oil companies.

The conference is also scheduled to discuss the Group Areas Act, and a motion calls on the conference to "note with alarm and distress" the recent spate of convictions of so-called disqualified families from their homes.

"Any law which is unjust in concept, application and implementation must be suitably amended or repealed," the motion states.

Prime minister's efforts 'deserved support'

Staff Reporter

SIGNIFICANT changes in the government's ideology were vindicating efforts made by Tucsa over the last 25 years, the outgoing president, Mr Ronnie Webb, said yesterday.

Addressing Tucsa's silver jubilee congress, Mr Webb said he was convinced that meaningful change was no longer a "meaningless euphemism".

The prime minister's new approach, recognizing the gravity of South Africa's situation, deserved Tucsa's support, he said.

Certain cabinet ministers had also introduced some "very necessary reforms which may well serve to prevent catastrophic racial conflict which is constantly simmering beneath the surface".

Apartheid was not dead. Total equality was hedevilled by a statute book bristling with racial discriminatory provisions which are an affront to human dignity.

Mr Webb said he was totally opposed to disinvestment in South Africa. He condemned "those activists" who are rendering a disservice to the underprivileged persons in this country, for whom they claimed to be fighting.

These activists were scoring some victories and a lack of investment capital was compounding the unemployment problem.

West Germany backs efforts

THE WEST GERMAN Government's observer at the 25th conference of Tucsa yesterday told the conference that his government supported Tucsa's efforts to get the South African Government to implement the proposals of the Wiehahn Commission.

The observer, Mr W Eerof, told the conference that his

government recognized that Tucsa was "one of the organizations which was working towards the upliftment of employees and more harmonious relationships" in South Africa.

"I assure you of the support of my country, on this, especially concerning the crucial aspects of the Wiehahn proposals," he said.

Tucsa condemns doctors pay demands

By Sieg Hannig, Labour Reporter

CAPE TOWN — The increases in tariffs demanded by the medical profession have been condemned unanimously by the annual conference of the Trade Union Council of South Africa (Tucsa).

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STAR
11/9/79

It was incomprehensible that doctors' costs could have risen by 52.4 percent. Mr Norman Daniels, chairman of the Western Province area division of Tucsa, told the conference yesterday.

"Our members will, in a actual fact, die," he stated. "They just haven't got the money to pay this extra cost. It's iniquitous."

Mr Daniels objected to the medical profession having the final say in the determination of its own tariffs.

MR MALHERBE

Mr E "Lief" van Tonder, a past Tucsa president, said doctors should have to negotiate increases in tariffs as the trade unions had to negotiate pay increases with the people most affected by the increases.

Only a drastic amendment in legislation could prevent doctors getting the increases they demanded, he said.

Tucsa's new president, Mr Andre Malherbe, said the legislation which deprived medical aid schemes of a say in the fixing of doctor's tariffs had been passed only recently.

RPM TOO

Tucsa had protested to the Minister of Health about the increase which doctors demanded, as well as the increase in the cost of medicines.

Mr Ray Altman, of the white and coloured shop workers' unions, said his unions had protested to the relevant Ministers about resale price maintenance in medicines.

Recently published regulations compelled pharmacists to charge no less than 50 percent more than the manufacturers' cost of medicines, he said.

He considered this a direct contravention of the law against resale price maintenance.

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"Meaningful change is no longer a meaningless euphemism," Mr Ronnie Webb, president of the 240-strong Trade Union Council of South Africa said yesterday.

Changes are vindicating us - Webb

Significant changes to the Government's "iniquitous ideology" were vindicated by Tuca's efforts, born 25 years ago out of opposition to labour apartheid, he told Tuca's Silver Jubilee conference.

The Prime Minister's approach - recognising "the gravity of our situation" - deserved Tuca's support.

Likewise, certain Cabinet Ministers had introduced "some very

necessary reforms which may well serve to prevent catastrophic racial conflict which constantly simmering beneath the surface"

Apartheid was not dead while total equality was "bedevilled by a statute book bristling with racial, discriminatory provisions which are an affront to human dignity"

But, said Mr Webb, he was convinced that

"meaningful change is no longer a meaningless euphemism"

He appealed to the Minister of Manpower Utilisation to give urgent attention to the contradictions presented by the exclusion of migrants and commuters, and the retention of the status quo regarding mixed trade unions.

Mr Webb expressed "total opposition" to

disinvestment in South Africa

He condemned "those activists who are rendering a disservice to the underprivileged persons of this country, whom they claim to be fighting for," while living far away from the chaos and anarchy they tried to bring about

PROBLEM

These activists were scoring some victories and lack of investment capital was compounding the unemployment problem.

In spite of the fuel problems the authorities were still pursuing Group Areas Act provisions relating to residential areas - often ruthless, said Mr Webb.

The relocation of "disqualified persons" far from their places of employment was compounding the problem, he said

a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

FOOD prices will cause crisis—Tucsa

By Sieg Hannig, Labour Reporter

CAPE TOWN — Warnings of a crisis situation springing from spiralling food prices were sounded by the 240 000-strong Trade Union Council of South Africa (Tucsa) yesterday.

The council forecast possible unrest in the fields of labour, politics, and society at large if the situation was not rectified.

Tucsa's annual conference in Cape Town made a unanimous call to the Government for immediate abolition or reduction of general sales tax on food, or effective subsidisation.

It also called for an investigation of the agricultural control boards.

Speakers said:

● The cost of food, as reflected by the Consumer Price Index, increased by 29 percent in the 24 months to July this year.

● Food accounts for more than half the minimum living level of a Soweto family — much more than the food budget of high income groups.

● GST helped to boost food prices by 14 percent in July 1978.

● Official statistics often failed to reflect the full increases. Thus 33 items of basic family groceries showed a cost increase of 67 percent from January 1976 to June 1979.

● The control boards — known for raising prices of foods which show production surpluses — cost R21.8-million to run in the 1977/78 financial year.

Mr Ray Altman said wages below poverty levels, of which there were many, threatened social and political life with unrest. He called for adequate wages.

The conference also urged the Government to investigate the allegedly excessive profits of oil companies — to consider reducing excise duty on petroleum products and to speed up the development of alternative fuel production.

The petrol bought for R1 in 1970 now cost R6.65, the conference heard.

And 29c out of the 54c paid for one litre of petrol in Johannesburg went to the Government in tax

Unemployment: Tucsa calls for govt action

12/19/79
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CAPE TOWN — The 240 000-strong Trade Union Council of South Africa yesterday called on the government to establish a tripartite committee urgently to examine unemployment and produce policies to come to grips with the problem

In a unanimous resolution, delegates at Tucsa's 25th annual conference here noted with alarm that unemployment remained at a critically high level and expressed concern that it was unlikely to be arrested

Growing concern about mass unemployment was reflected in speeches by several top unionists

Mr Lief van Tonder, second vice-president, told the conference "It's a problem I dread more today than inflation, rising costs or any other problem facing the working man"

South Africa's growth rate of three per cent was

not enough to reduce the backlog, let alone absorb a quarter of a million job-seekers entering the job market every year

Meanwhile, a delegate, Mr Tom Mashinini, said the Riekert Commission had merely "springcleaned" within the bounds of official government policy, but the unacceptable system itself remained unchanged

Mr Mashinini was speaking in support of a motion, which the conference passed unanimously, expressing "profound disappointment" that the commission had not recommended the repeal of all discriminatory legislation which hindered economic growth

The resolution also urged the government to implement the positive recommendations of the Riekert Commission

Mr Mashinini said the government should have accepted the

recommendation that the 72 hour limit on "foreign" blacks in urban areas should be lifted

Once the present moratorium on influx control expired, it would be found that the system was harsher than ever, particularly in view of the R500 fine for employing "illegal" blacks

The conference unanimously passed a resolution calling on the government to investigate the role and effectiveness of the various control boards which handle food prices

Mrs Fay Mandy, speaking in support of the resolution, said "We can't sit back and hear Ministers continually say they're satisfied with the boards when we know things are going wrong"

In the year 1978-9 the 22 boards had cost the public nearly R22 million to administer, she said

As part of the same

resolution, the government was asked to reduce or abolish sales tax on food

A delegate said the increased tax due to accrue from the gold mines was so vast that the country could afford to scrap the tax on food

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, lashed out at advocates of sanctions against South Africa

She described sanctions as a "monster" at South Africa's doorstep

In an apparent reference to Bishop Desmond Tutu, general secretary of the South African Council of Churches, she said "Even bishops are advocating sanctions"

She called on all unionists with the interests of their members at heart to counter the boycott campaign by signing a petition — DDC

Lack of jobs main danger, Tucsasa told

UNEMPLOYMENT was ultimately a far greater danger to South Africa than terrorism, the director of the Graduate School of Business Administration of the University of the Witwatersrand, Professor Gideon Jacobs, said yesterday.

Addressing the 25th conference of Tucsasa Professor Jacobs said he could not think of anything more dangerous than a high rate of unemployment. It was going to be necessary to create eight million more jobs by the end of the century

and South Africa would have to expand economically or it would explode politically

In order to expand economically, the country would have to

TUCSA conference

System still 'unacceptable'

THE RIEKERT Commission had merely "springcleaned" within the bounds of official government policy, but the unacceptable system itself remained unchanged, a delegate, Mr Tom Mashimini, said at the annual conference of Tucsasa yesterday

He was supporting a motion, which the conference passed, expressing 'profound disappointment' that the commission had not recommended the repeal of all discriminatory legislation which hindered the economic growth of the country

The resolution also urged the government to implement the positive recommendations of the Riekert Commission

Mr Mashimini said the government should have accepted the recommendation that the 72 hour limit on "foreign" blacks in urban areas be lifted

Once the present moratorium on influx control expired, it would be found that the system was harsher than ever, particularly in view of the R500 fine for employing 'illegal' blacks

Mrs Lucy Mtshali said it was high time the government relaxed oppressive and discriminatory laws. All blacks in urban areas should be given books of life, have the right to work where they choose and have freedom of association

- Improve the education system drastically. Twenty five years of bantu education had wreaked such havoc that even today he was unable to get one black candidate for his school of business, Professor Jacobs said, mainly because of a lack of mathematical knowledge on the part of prospective candidates

It was an "amazing situation" that South Africa had a shortage of skilled labour and a high rate of unemployment at the same time

- Expand the free enterprise system in an unimpeded way. Unless blacks could move dramatically into the entrepreneurial class, free enterprise would not last in South Africa

The reason why so many African countries went socialist on gaining independence was obvious: the blacks had not enjoyed the benefits of the free enterprise system

- Create the right conditions for a free inflow of foreign capital, and

- Make maximum use of sources of production. The country should go for labour-intensive industry, he said

Critical unemployment: Tucsasa wants joint battle

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STAR

Labour Reporter — The Cape Town Trade Union Council of South Africa yesterday made a unanimous call on the Government for the urgent creation of a joint body of employers, trade unions and the Government to come to grips with "critically high" unemployment.

Employment was unlikely to be arrested, Mr Barney Krynanuw of the Garment Workers Union of South Africa said. "Unemployment is the greatest threat to national stability — and instability means an economic slump, which means more unemployment."

"We learnt this in 1976 and we cannot afford it again," he said. Among the factors which he said needed examining by a State, employer and union body, were ideological legislation which needed eradication, population growth control, the training of workers and local production of imported goods.

Mr E "Laef" van Tonder, Tucsasa's second president, called for a hard look at how far they should pursue the closure of the wage gap, in order to prevent worsening unemployment.

Mr R. H. Botha also warned of the danger of a class of people permanently deprived of the benefits of society. He called on Tucsasa to take the initiative in establishing the proposed investigative body — with the help of money raised from trade union subscriptions.

His union, the Mine Surface Officials Association, had agreed to make deductions towards the financing of research which would bring the union on a par with management.

Mr Botha said the unemployment statistics were being exploited by some unions to resist labour change.

Mrs Lucy Myrbelo, a deputy vice-president of Tucsasa, warned "We have a monster coming — the monster of sanctions."

Even bishops and ministers of religion were now advocating sanctions, she said. She called on Tucsasa delegates to sign petitions against sanctions.

The Group Areas Act made it almost impossible for black, coloured and Indian workers to improve their economic lot, said Mr Desmond East of the Motor Industry Combined Workers' Union.

Even if better paid jobs were available in other areas they could not take them because of lack of decent accommodation, he said.

The Act presented people with the "painful choice" of living in overcrowded slum conditions without privacy, of facing eviction and persecution for breaking the law by living in an area reserved for another race.

Free enterprise also did not apply to owners of largely empty blocks of flats in "white" Johannesburg, as they could not take in tenants of other races.

"There is no equity in this law," Mr East said.

Mr East moved a resolution calling for a commission of enquiry with a view to the repeal of the provisions

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12/9/79

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'Bantu Education totally inadequate'

By Siegfried Hannig
Labour Reporter

CAPE TOWN — Wits University Graduate School of Business Administration cannot get a single black to study for a Master of Business Administration degree — because black education is so poor.

Blacks would be totally embarrassed on such a course because of their poor teaching, and background in mathematics and accounting, the

school's Dean, Professor G F Jacobs said in Cape Town yesterday.

"Bantu Education" had wreaked havoc, he told the annual conference of the Trade Union Council of South Africa. Only 20 percent of urban blacks reached Standard 6, and only 1 000 blacks graduated from university annually.

The Wiehahn and Riekert reports make no real impact unless the educational system was transformed. "Education is indivisible," Professor Jacobs said.

OVATION

He was given a standing ovation for a speech in which he stated. "South Africa's black unemployment and underemployment affected about 45 percent of economically active blacks."

"I can hardly conceive of a situation that is more dangerous than this."

Labour and management should use this, the "new ethos" emanating from Pretoria, as a spearhead in an attack against doctrines which had deflected progress towards prosperity and racial harmony.

Argus 13/9/79

Tucsa against striker support

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A CALL for 'full moral and financial support' to strikers sacked by Fattis and Monis in Bellville and Eveready in Port Elizabeth sharply divided the annual conference of the Trade Union Council of South Africa (Tucsa) yesterday.

The conference turned down the call by one vote.

Arguments against support were:

- That Tucsa opposed disinvestment and boycotts;
- That the unions involved were not affiliated to Tucsa;
- That the Port Elizabeth strike was financed with 75 000 Swiss francs from the International Metalworkers' Federation.

Mr Morris Kagan said: 'When workers are on strike then everybody must come to their assistance'

Miss Dulcie Hartwell said 'We have a duty to speak up

'I will not buy Fattis and Monis products until these workers are reinstated,' she said.

Reports that black miners were referred to as 'baboons' by Mr Arrie Paulus, leader of the Mineworkers Union provoked outcries and a telegram to the Minister of Justice

'Many a white mineworker owes his life to some of these so-called baboons,' Miss Hartwell said.

The telegram asked the Minister to investigate the alleged remarks and, if necessary, to institute legal action for racial incitement

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Sanctions: a monster threat to SA — Mvubelo

"WE have a monster coming — the monster of sanctions." This is the warning Mrs Lucy Mvubelo, deputy vice president of the Trade Union Council of South Africa (Tucsa), this week gave Tucsa delegates.

Mrs Mvubelo, speaking at Tucsa's annual conference in Cape Town, told delegates that bishops and ministers of religion were now advocating sanctions against South Africa.

She called on the delegates to sign petitions against sanctions. This is Mrs Mvubelo's second move to urge people to sign petitions against sanctions in South Africa.

About a month ago she, together with the chairman of the Soweto Community Council, Mr David Thebehali, pledged support for a "campaign for peace and work in Southern Africa" — the brainchild of the Association of German companies in Southern Africa, which has a membership of 250.

The campaign started with students of the Randse Afrikaanse Universiteit collecting signatures to a petition to be sent to the general secretary of the World Council of Churches.

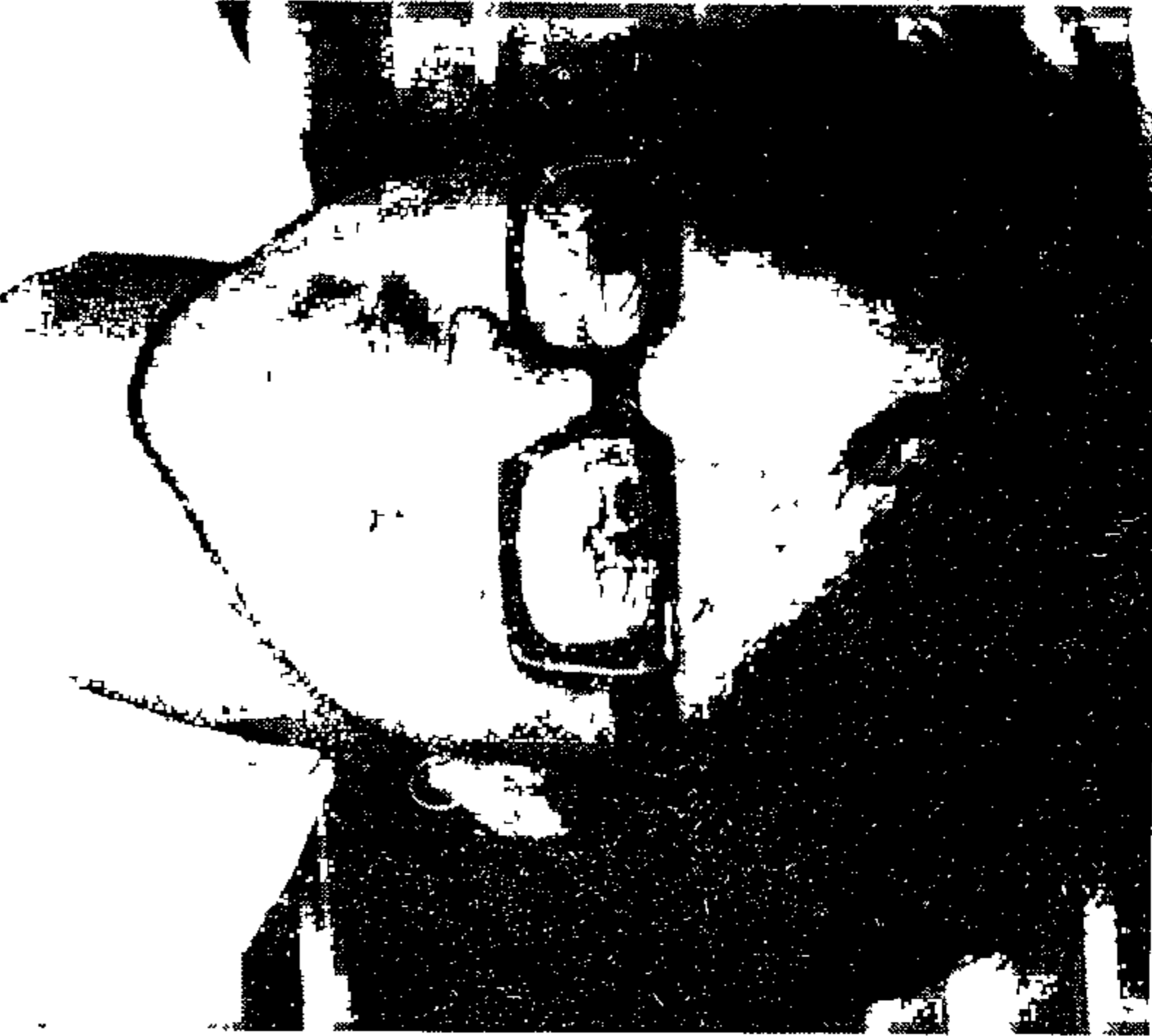
issue books of life — like for whites — to all blacks in urban areas. She was speaking in support of a motion adopted unanimously by Tucsa's conference.

The motion welcomed recommendations in the Riekert Commission's report designed to relax discriminatory legislation affecting manpower. But the motion expressed disappointment that the commission failed to recommend the repeal of all discriminatory legislation threatening economic growth.

Mrs Mvubelo said South Africa should relax influx control if it wanted to be accepted by the world.

Another speaker, Mr Barney Krynauw of the Garment Workers Union of SA, said unemployment was likely to become South Africa's main problem if it was not so already.

Mr Krynauw said unemployment was the greatest threat to national stability. "We learnt this in 1976 and we cannot afford it again," he said.



Lucy Mvubelo . . . sign petitions against sanctions.

1 1/2 oz can (1 1/3 cups) mandarin orange sections, drained
1 6 1/2 or 7 oz can tuna, drained and broken in large chunks

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

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1 cucumber, nuts and peas with French dressing.
1/2 cup mayonnaise. Cover with greaseproof paper.
All ready for use.

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alad oil and 2 T lemon juice.

SALAD
S. Drury, East London
1 cup cucumber, peeled and diced
1 cup cooked green peas
1/2 cup mayonnaise

C.T. 13/9/77
Tucsa to investigate strike

THE TUCSA conference yesterday asked its national executive committee to investigate and report on last year's wildcat strike by white miners, and conditions for blacks in the mining industry.

A resolution condemning the action by Mr Arrie Paulus's White Mineworkers Union in striking "for the sole purpose of preventing or hindering the advancement of black mineworkers" was not put to the vote.

The resolution, which also questioned the sincerity of the Chamber of Mines, was referred to Tucsa's executive committee.

Mr R H Botha, of the Mine Surface Officials Union, speaking against the resolution, said it was unfortunate the proposal to condemn the MWU strike and castigate the Chamber came at a time when a new initiative, which depended on the MWU for success, was in its first stages.

The purpose of the strike had not been to prevent or hinder black advancement, he said.

Mr Morris Kagan of Johannesburg said it was clear to everyone that the strike had been called explicitly to stop black advancement.

'Legalize gambling'

Staff Reporter

AFTER considerable dissension, Tucsa's annual conference yesterday passed a resolution calling for a state lottery and legalized gambling.

Mr L C M Scheepers, a vice-president of Tucsa, proposed the resolution, saying that more money than people realized was leaving South Africa because of gambling facilities in nearby countries.

"Let us rather legalize it and get some money out of it for ourselves," he said.

Mrs Christine du Preez said she was opposed to the resolution, because it was pointless "battling so hard to get better wages for our workers so that they can waste it on legal gambling".

'Baboon' remark: Tucsa wants probe

TUCSA is to ask the Minister of Justice to investigate mineworkers leader Arrie Paulus's reported remark that "blacks are like baboons".

At the council's silver jubilee conference yesterday there were also calls for Mr Paulus to be banned for inciting racial hatred.

Mr Paulus made the offending remark to an American journalist, Mr Tom Wicker, according to a report in the New York Times.

Mrs Lucy Mvubelo, one of Tucsa's deputy vice-presidents, said she shuddered to think what racial hatred Mr Paulus was "plowing into this country".

"These remarks cannot go unnoticed. While we are trying to build bridges between the races there are people with hammers trying to break them down", she said.

She said Mr Paulus should be banned "Better people than Arrie Paulus have been, and so should he", she said.

Mrs Mvubelo said many of the black people Mr Paulus had compared with baboons, had saved the lives of many white mineworkers.

The general secretary of Tucsa, Mr Arthur Grobbelaar, suggested that the conference should rather "strongly condemn" the reported remark because of doubt whether Mr Paulus could be prosecuted for something he was reported as saying in an American newspaper.

The president, Mr Andre Malherbe, said there was also a doubt as to whether Mr Paulus should be prosecuted, or the Cape Times, as the newspaper had been the first to report Mr Paulus' alleged remark.

tucsa conference

'No chance' for SA to be readmitted to ILO

THERE was absolutely no chance of South Africa being readmitted to the International Labour Organization (ILO), Mr Arthur Grobbelaar, the general secretary of Tucsa, said yesterday.

Addressing the council's annual conference, Mr Grobbelaar said this would remain so while South African labour legislation remained inferior to international standards.

It was also true, however, that the ILO would probably set standards for South Africa which were higher than the international norm if South Africa should reapply for membership.

The fact of the matter was that South Africa's position at the ILO had become untenable in 1963 because the country's labour legislation was inferior.

The ILO had deteriorated over the years, Mr Grobbelaar said, and the organization concerned itself much more today with political causes than labour matters.

The conference passed a resolution calling on the government to amend its labour legislation in such a fashion that it conformed to ILO standards, and would enable South Africa to reapply for ILO membership.

Probe Group Areas Act call

A COMMISSION of inquiry into the Group Areas Act has been called for by Tucsa.

The council's 25th annual conference yesterday passed a resolution calling on the government to appoint such a commission as an urgent priority — "in view of the government's expressed intention to move away from racial discrimination".

Tucsa "reiterated its abhorrence of the provisions contained in the Group Areas Act", and condemned the "brutal and inhuman manner" in which the provisions were being enforced.

The act had contributed to the rupture of race relations in South Africa, the conference resolved.

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

Call for State Lottery

135 RDM 13/9/79

Labour Correspondent

CAPE TOWN. — After considerable discussion, Tucsas's annual conference yesterday passed a resolution calling for a State lottery and legalised gambling.

While some delegates said the moves would be justified by the flow of money out of South Africa into neighbouring territories which operated gambling casinos, others said people would be encouraged to waste more money if the State legalised gambling.

Mr. L. C. M. Scheepers, a vice-president of Tucsas, proposed the resolution, saying that more money than people realised was

leaving South Africa base of gambling facilities in nearby couns

"It is becoming more and more the fashion, and often the his in a place like Swaziland are full beca of the number of people going there to gamble," he said.

An average of 150 people per day crossed the border into Swaziland

"Let us rather legalit and get some money out of it for ourves," he said.

Mrs Christine du Pz said she was opposed to the resolut because it was pointless "battling so id to get better wages for our workero that they can waste it on legal gambg".

tribute... the "political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics, but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities, the latter is a question of techniques".

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".⁹

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

A CALL for "full moral and financial support" to strikers sacked by Fattis and Monis in Cape Town and Eveready SA in Port Elizabeth has divided the Trade Union Council of South Africa.

The annual conference of the 240 000-strong Tuusa in Cape Town rejected the call for support by a low margin of one vote at first. And a recount confirmed the defeat by 71 votes to 63, with 12 abstentions.

Both the labour struggle, were marked previously by calls for consumer boycotts in support of the workers involved

The one in Cape Town made news this week with an early morning raid on the hostels housing the strikers while the one in Port Elizabeth was called off some time ago. Two of TUCSA's vice-presidents and two deputy vice-presidents spoke against the support.

But two of South Africa's veteran unionists, Mr Morris Kagan and Miss Dulcie Hartwell, insisted on support for the con-

tinuation of the struggle at F & M.

Arguments against the support were that

● TUCSA had always opposed disinvestment and boycotts.

● The unions involved were not affiliated to TUCSA.

● The leader of the Port Elizabeth union was "one of TUCSA's biggest enemies", and

● The strikers had received 75 000 Swiss francs (R38 520) from the Inter-

national Metal Workers Federation.

Mr Kagan said the call was not for a boycott. He was surprised and disappointed.

"When workers go on strike everybody must come to their assistance," he said.

Miss Hartwell, honoured this week as TUCSA's first general secretary 25 years ago, said

"We have a duty to speak up. I will not buy

Fatus and Monis products until these workers are reinstated. I don't give a damn if the Food and Canning Workers Union is affiliated here or not.

"The workers were hungry, persecuted and being woken up in the middle of the night because they have fought for principles for which they have fought in the past — trade union recognition." Miss Hartwell added

Trade Union Split Over Cape strikers

HONEY CAKE

Jan

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- 1/2 cup sugar
- 1/4 t salt
- 1/2 cup r
- 3 T honey
- 1 1/2 T butter

134 135
 1/2 4/4/7-1
PARALLEL UNIONS Seeking consent

A new "parallel" trade union for Africans in the steel and engineering industry could be on the cards. The SA Boilermakers' Society recently decided to form one, depending on the outcome of discussions with independent unregistered unions.

Parallel unions are often attacked by independent African unionists who charge that they are an attempt to supplant the independent unions. But Boilermakers' general secretary Ike van der Watt is confident his union can avoid conflict. Hence his unprecedented decision to hold talks before going ahead.

Van der Watt says he is prepared to drop his plans if the African unions agree to organise higher-category African workers. But if they don't, he believes that it is possible for the Boilermakers to go ahead without ruffling feathers.

1042

- 4 eggs
- 1 lb s
- 1/4 lb s
- 1/4 t b:
- 1/2 T Flour
- 1/4 grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°F for 1/2 hour. Serve with whipped cream.

if it is too thick. Chill in a large bowl. Before serving pour on sour cream and sprinkle with chopped chives.

BEAN SOUP (Serves 8)

Cat

- 1 pkt sugar beans
- 1 slice beef shin

The existing registered (non-African) unions have traditionally organised "from the top down," says Van der Watt, starting with skilled workers and then moving down to the unskilled. The unregistered (largely African) unions have "started from the bottom with labourers. There's no reason why we should not begin organising skilled Africans while they concentrate on the other grades."

Meanwhile, the Boilermakers have decided in principle to rejoin Tucsa, which they left two years ago. Van der Watt says this decision was taken because "we prefer not to remain isolated and we certainly couldn't join the (all-white) Confederation of Labour."

The Boilermakers left Tucsa, says Van der Watt, because it was concentrating on African job advancement when it wasn't possible for these to be unionised. Now that legally-recognised African unionisation is possible (albeit on a limited scale) that objection has fallen away.

crumbled bacon or croûtons. Garnish with cream and
 crumbled with Worcester
 reserved
 ing
 . Cool.
 OF
 soak
 1.
 .

PRESERVED BRINJALS

Sue J

- brinjals
- white vinegar
- olive oil
- garlic
- fresh marjoram

Peel brinjals and cut into Julienne strips. Put into enamelled pot and cover with water and bring to the boil. Cook for

135 DD 14/9/79

Tucsa urged to be patient

CAPE TOWN — The Minister of Manpower Utilisation, Mr Fanie Botha, yesterday asked the Trade Union Council of South Africa (Tucsa) not to expect him to act hastily and put into law the Wiehahn commission's principles without having received the final recommendations on them.

Addressing Tucsa's 25th anniversary conference here, Mr Botha also appealed to members to be tolerant on "delicate and emotional issues".

It was quite clear, he said, that the government had taken the first important steps in the process of moving away from

statutory discrimination in the work place.

"As a matter of fact there are six fundamental principles which are to be found in any system of industrial relations in the world. These six principles are in the process of being transferred into our new labour legislation."

The six principles were, in short:

- Any citizen in this country must have the right to work and this right should be a fundamental right

- Once a person is in suitable employment, he had the right to associate

- He had the right to

bargain collectively

- He had the right to withhold his labour, meaning in modern terms he had the right to strike

- He had the right to protection, not only protection of the employee vis a vis his employer but also the right to protection vis a vis the state

- The employee had the right to be trained and developed for the labour market

"With these basic rights in mind, as well as the fact that the government had committed itself to a policy of uplifting of all the peoples in South Africa, it is clear we have set ourselves on a course

to develop an entirely new approach to labour in South Africa." Mr Botha said.

Under these conditions, the country's economy could never be converted to a communistic or socialistic one — it would remain a free and capitalistic economy.

"In such a system it is of absolute importance that all our citizens must enjoy full participation without restriction of any kind whatsoever. It is also of vital importance that we should move away from discrimination on the basis of race, colour or sex."

Flowing from this, Mr

Botha said, standards of training and productivity already achieved should not be lowered, but *ing* levels should be maintained at all costs.

"The last and to my mind, the most important principle in this context, is that all changes to be introduced in this country's labour system should be introduced in an evolutionary manner."

The international reaction to both the Wiehahn report and the legislation that followed emphasized again the fact that the labour facet in this country has become one of the key issues of foreign interest in South Africa.

— SAPA

SPRING GREEN

- 1 medium s
- 2 onions
- parsley

Wash and s
Keep a few
Wash scall
green left
scallions
dressing a
of mint an

CURRIED GREEN

- 2 lbs sliced
- 2 chopped c

Boil the br
pour off th

- Sauce:
- 1 1/2 cups
 - 1 d curry p

Mix the cur
so that no
boil up and
and onions,

APPLE TUNA

- 1 medium h
- bite-siz
- 2 cups dig
- 1 11 oz c
- orange s
- 1 6 1/2 of
- and brok

In a large
tuna and ml
and lemon j
toss gently

STUFFED CABBAGE SALAD May Bennett, Ridgeworth

- 1 fresh green medium size
- cabbage
- onions
- carrots
- tomatoes
- fresh pineapple
- radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well; then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

---o0o---

GIRMAN POTATO SALAD

Ethne Beard, Port Elizabeth

- boiled potatoes
- cooked bacon
- mayonnaise
- chopped onion
- salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

---o0o---

EGG SALAD

May Bennett, Ridgeworth

- hard boiled eggs
- salanaise
- salt and pepper
- paprika and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

---o0o---

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

- 1 cup cooked chicken, diced
- 4 T finely chopped walnuts
- French dressing/mayonnaise
- lettuce
- 1 cup cucumber, peeled and diced
- 1 cup cooked green peas

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.

---o0o---

(135) 17/9/79

Pay wages people can live on — Tucsa

Labour Correspondent

THE Trade Union Council of SA (Tucsa) yesterday called on the authorities to introduce a realistic national minimum wage determination

Introducing the motion on the closing day of the Tucsa conference, Mr Norman Daniels, secretary of the Textile Workers Industrial Union, said in spite of the many industrial council agreements and wage determinations, many thousands of workers were not covered by any wage regulating measure

They were therefore at the mercy of employers

Mr Ray Altman of the National Union of Distributive Workers said the trade union movement was not prepared to let any workers work for a wage on which they could only starve, not live

Minimum wages in the US laid down by the federal government would amount to R168 per month in SA, he said

Several speakers expressed concern about the position of farm workers

Tucsa in bid for a more active role

Labour Correspondent

MR ANDRE Malherbe president of the Trade Union Council of South Africa (Tucsa) said yesterday the organisation would aim at a more active role in labour affairs

He said Tucsa up to now had been mainly a protest organisation, but it was now in a position to play a more active role

His comments came after a debate in closed session of Tucsa's future on the last day of its 25th annual conference

● The powerful SA Bulet makers Society which disaffiliated from Tucsa two years ago seems likely to affiliate soon

After attending the conference as an observer, Mr Fred Ahrends, the society's president, said he would do everything possible to convince the union executive that re-affiliation was absolutely essential

He asked Tucsa to take a greater interest in the steel and engineering industries

RECEIVED 1979

1/10/79
1/10/79

WAKE UP
BANK UP
S...
LIT...

Public servants to seek more pay

RAM 17/9/79

135

250

Pretoria Bureau

A STRONG demand for financial relief for Government workers is expected at the annual conference of the Public Servants' Association in Cape Town this week.

State department workers, like all other workers in the public sector — the Railways, Police, Prisons and Defence departments — were given 10% rises in April this year.

However, senior public servants claimed in Pretoria yesterday that the 10% had been swept up in the wave of price rises of the past six months.

Although they did not expect interim increases they stressed that dissatisfaction in the service could reach crisis proportions — and so would resignations — unless adjustments were made in next year's Budget.

The number of workers affected totals 314 000 and their total annual earnings amount to R1 240-million.

Another 242 000 workers in the provincial departments would benefit if relief was granted to State department employees.

Provincial workers earn an annual R900-million.

At this week's conference of the Trade Union Council of South Africa in Cape Town, it was emphasised that wage and salary earners were worse off now than they were a year ago.

1.

1/10/79

1/10/79

Background

THE multiracial Trade Union Council of South Africa (Tucsa) celebrated a home-coming last week — a return to relevance in the South African power structure. After 25 years of crying in the wilderness, this 240 000 strong body has almost everything going its way — including the Government.

The organisation formed out of opposition to labour apartheid now boasts 'complete vindication for its ideals and principles.'

No less a figure than the Minister of Manpower Utilisation, Mr Fanie Botha, complimented Tucsa last week for its 'exemplary' record at home and its 'valuable contacts' abroad.

Indeed, 'fundamental change is coming to this part of the continent,' as an American diplomat told Tucsa's annual conference in Cape Town last week.

Tucsa's General Secretary, Mr Arthur Grobbelaar, summed up the week's events this way: 'The new era has really begun.'

Now that Tucsa has reached the stage where 'the Government will listen to us,' it may be expected to play a more effective role in the changes about to take place.

Where does this leave the labour organisations on the right and on the left of Tucsa?

Increasing accommodation seems possible on the right and increasing confrontation looms on the left.

Thus the conference was dissuaded from condemning the Mineworkers' Union's effort to organise a strike against black advancement, the illegal strike in March.

Mr Robbie Botha of the Mine Surface Officials' Association pulled off this astonishing coup with an appeal against any action which might jeopardise his effort to bring mine managements and unions together in talks aimed at ending confrontation and fear of cheap black labour in the mines.

'I am proud to say that my union together with the Mineworkers' Union and the President of the Chamber of Mines have

Tide ¹³⁶ turning ¹³⁵ Tucsa's way

been among the prime initiators of this new move,' he said.

In similar vein, Mr Archie Poole of the Engineering Industrial Workers' Union called for new efforts to reach a consensus on labour reforms with the conservative Confederation of Labour (which includes the Mineworkers' Union) and the Confederation of Metal and Building Unions.

But Tucsa's future relationship with unaffiliated black trade unions seems unlikely to improve as Tucsa unions are organi-

SIEG HANNIG reviews the far-reaching implications of last week's Tucsa conference.

sing more 'parallel' black unions in competition with existing black unions.

In spite of a warning that a multiplicity of unions is confusing black workers, the conference decided to leave its unions free reins in the scramble for black membership.

In this the Tucsa unions have the advantage of employers' support for the efforts of labour leaders whom they have come to know well over the years.

Although things seem to be going Tucsa's way,

many more problems are looming on the road ahead.

'What you are fighting for now, we have had 20 years,' the president of the Rhodesian Trades Union Congress, Mr Howard Bloomfield, told the conference.

'Irrespective of political changes, trade unions will still have to fight hard for the conditions of their members.'

On the bread and butter front, two issues dominated the conference.

● The threat of increasing mass unemployment, posing a greater threat than terrorism, according to one speaker.

● The potential for unrest arising from the 'spiralling and exorbitant price of food,' in the face of poor wages.

A past president of Tucsa, Mr E 'Lief' van Tonder called on the conference to take a hard look at how far the closure of the wage gap should be pursued if unemployment was not to be aggravated.

Another past president, Mr Steve Scheepers, pointed out that even a minimum wage of about R36 a week was enough to prompt employers to move into low wage areas beyond the trade unions' jurisdiction.

Tucsa's responses were a call for urgent action against unemployment by way of an investigative committee comprising the Government, organised employers and organised labour and a call for 'a realistic national minimum wage determination.'

A return to relevance

18/9/79 801 (135)

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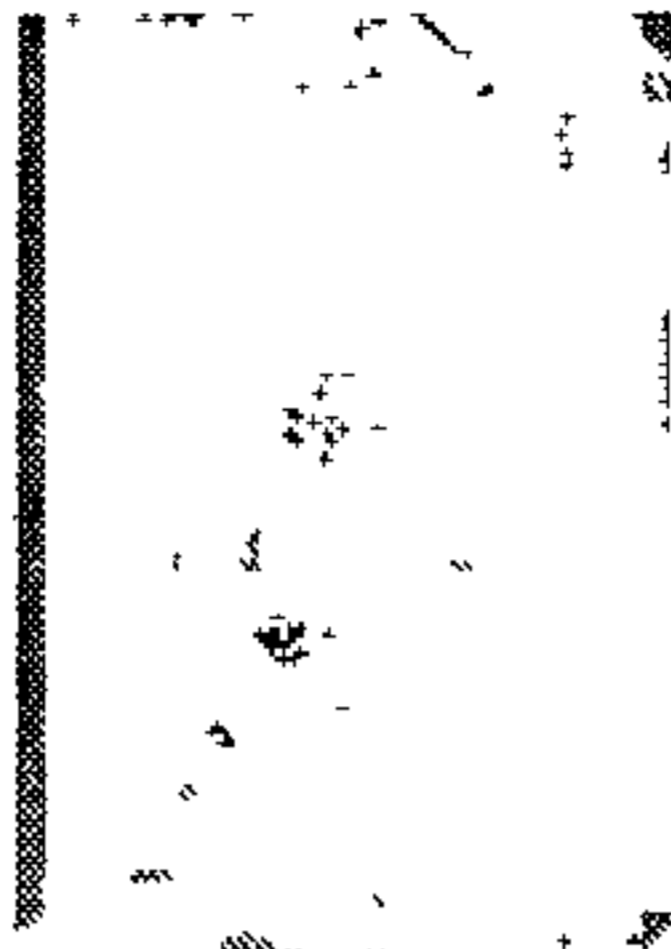
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The Star's labour reporter, SIEGFRIED HANNIG, reviews the trends that emerged at the annual conference of the Trade Union Council of South Africa last week.



Arthur Grobbelaar . . .
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BLACK UNIONS Competition looms

135
21/9/79

The Trade Union Council of SA (Tucsa) appears poised to intensify its organising efforts among African workers — a move which is likely to increase competition between Tucsa unions and independent African unions

A "blueprint for the future" discussed at last week's Tucsa conference contains proposals for the establishment of an organising committee to assist Tucsa affiliates in their organising efforts. Although this committee's terms of reference do not refer specifically to African workers it is likely that much of Tucsa's efforts will centre on them.

In addition Tucsa is planning to revive its education and training department with the assistance of Unisa's Institute of Labour Relations. This department's work is also not restricted to African workers but it could play a role in renewed Tucsa efforts to organise Africans.

The new organising committee, which will be constituted soon, will be able to recommend organising projects to Tucsa's national executive, assist Tucsa affiliates on request with advice on organising projects, and consider applications from Tucsa- and non-Tucsa unions for financial assistance for organising work.

All this would appear to clearly indicate a more activist organising role by Tucsa and its affiliates. The blueprint suggests that Tucsa move from a policy of "protest" to one of "initiating" rather than "reacting to" developments.

Tucsa men are likely to see these moves — no doubt prompted in large part by the Wiehahn report and its aftermath — as a renewed commitment to Tucsa's stated policy of "organising the unorganised." Independent unregistered unionists are, however, suspicious of the new developments.

"I suspect that they are going to choose factories and industries where there are already unregistered unions. I fear this is a new attempt to compete with us and

squeeze us out," says Henry Chipeva, president of the Commercial Catering and Allied Workers Union which is a member of the Consultative Committee of Black Trade Unions. "We're disturbed by these developments," says a Fosatu man.

A proposal that Tucsa unions not organise in areas where there was already a black union was withdrawn by its sponsor at the conference and the independent unions fear that that is a sign that Tucsa does intend to compete.

They point to remarks made by Tucsa unionist Archie Poole, secretary of the Engineering Industrial Workers Union, at last week's conference. Poole charged Fosatu unions with "misleading workers" by organising in sectors outside their sphere of influence. He tells the FM that he was prompted to make these remarks because the Fosatu-affiliated United Auto and Rubber Workers are organising in engineering plants.

He says that the United Auto Workers "can never represent people in the engineering industry" and adds that employers in the industry suggested that he form a new African union. This he has done (it will be called the National Union of Engineering Industrial and Allied Workers) and organisers have been appointed in Port Elizabeth and Johannesburg. Another Tucsa union, the Motor Industry Combined Workers, also formed an African union last year after it claimed a Fosatu union was "encroaching on our territory."

Poole says he was also prompted to take this step because the existing unregistered unions in the industry are hardly performing impressively. He says he will apply for registration for the new union if he cannot succeed in obtaining permission for a mixed union. Unregistered Fosatu unions argue that, as they are unregistered, they are entitled to organise workers in a wide range of sectors.

86

87

NECPTA 87

	W		A	
	M	F	M	F
0-1	0,17	0,13	0,00	
1-4	0,03	0,07	0,07	
5-24	0,09	0,05	0,07	
25-44	0,26	0,33	0,21	
45-64	3,01	2,58	1,47	2
65+	12,24	7,26	4,70	5
ALL	1,41	1,21	0,36	0
NO.	2920	2522		126

1147

III ENDOCRINE, NUTRITIONAL AND METABOLIC DISEASES

	W		A		C	
	M	F	M	F	M	F
0-1	0,09	0,05	0,06	0,21	2,27	1,68
1-4	0,03	0,01	0,00	0,05	1,27	1,08
5-24	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,02	0,02	0,08	0,08	0,08	0,05
45-64	0,09	0,12	0,39	0,88	0,28	0,42
65+	0,39	0,59	1,61	2,59	0,81	1,28
ALL	0,05	0,08	0,12	0,18	0,28	0,26
No.	114	173	43	63	316	307

1,04 1,44
0,22 0,33
455 530

Tucsa call for open unions

A regus
25/9/79 135

THE principle of free association of workers should be implemented to achieve orderly change in the new labour dispensation, the first vice-president of the Trade Union Council of South Africa, Mr R C Webb, said yesterday.

Mr Webb was addressing the Graduate School of Business of the University of Cape Town on Tucsa's problems and its future.

WELCOMED

He welcomed the decision this week by the Minister of Manpower Utilisation, Mr S P Botha, to extend trade union rights to all workers who are citizens or citizens of independent states which were formerly part of South Africa.

However, the Government still followed a separatist policy which con-

finied black workers to black trade unions. This could increase racial polarisation and make collective bargaining impossible he said.

'TIGHT'

'I would be the last person to deny black workers the right to belong to black trade unions if they so desire, but I believe it is imperative black workers be accorded the right to exercise an option.'

Mr Webb said the report of the Wiehahn Commission had proposed entrenchment of the right of trade unions to prescribe their own membership qualifications.

Although organised labour had been 'let down' by the Industrial Conciliation Amendment Act, Mr Webb said he was confident the commission's recommendations would become law.

JARVERSLAG
1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of
Inter-Racial Studies Limited
(Beperk deur Garansie))

Posadres:
p/a Die Universiteit van Kaapstad
Rondebosch
Republiek van Suid-Afrika
7700

kantooradres:
Social Sciences Building
University Avenue
Rondebosch Campus

65-4145; 69-8531 Utb. 766

INLEIDING

Die negende jaar van sy bestaan het die
Sentrum vir Intergroepstudies gereed
gemaak vir die uitgawe van die
jaarverslag oor die toestand van die
arbeidsmark in Suid-Afrika vir die
jaar 1978. Die verslag is die resultaat
van 'n ondersoek deur die Eerste Tien
Jaar

DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum is gefinansier deur die
Abe Bailey Trust. Die doel van die
Sentrum is om te ondersoek en te
verduidelik die sosiale, ekonomiese
en kulturele faktore wat tot die
ontwikkeling van die arbeidsmark
in Suid-Afrika bydra. Die Sentrum
is ook verantwoordelik vir die
uitgawe van die jaarverslag en
die verspreiding van materiaal
verwante aan die arbeidsmark.

Motor workers'

union first

to take plunge

By Sieg Hannig, Labour Reporter

At least one black trade union applied for registration yesterday — the day on which South Africa's new labour legislation came into force

It is the Motor Industry Workers' Union of South Africa, a "parallel" union created by the coloured Motor Industry Combined Workers' Union of Mr Ronnie Webb.

"Everything black trade unions have asked for now has been granted," commented Mr Webb, past president of the multiracial Trade Union Council of South Africa.

But the Federation of South African Trade Unions (Fosatu), which represents 10 unregistered unions, has decided to give the matter further consideration

ALL EYES

Now all eyes are on the nine black unions grouped together in the Consultative Committee of Black Trade Unions in the Transvaal

A spokesman for the committee said today that its members were not likely to take a decision on registration before the committee had taken a stand on the matter.

3/10/79 Post

Union is silent on members

THE ACTING secretary of the first black union to apply for registration under the new labour legislation, Mr Ronnie Webb, yesterday refused to disclose the membership of the union and the names of the office bearers

The union is the Motor Industry Workers' Union (MIWU). The National Union of Clothing Workers will also be applying for registration under the Industrial Conciliation Amendment Act, which came into operation on Monday

Mr Webb, who is also secretary of the union that gave birth to Miwu, Motor Industry Combined Workers Union for coloured and Asiatic only yesterday told POST that Miwu had applied for registration.

"The application forms do not specify if the application is for provisional registration or not," he said

Mrs Saifah Chitja of the National Union of Clothing Workers, yesterday said that although the executive committee had decided to apply for registration, this had not been done yet

"We will be applying for provisional registration," she said

"This has been the wish of black people for years we were not allowed to negotiate on our working conditions. Now we have the chance. We are walking into a new era."

The Central Committee of the Federation of South African Trade Unions (FOSATU) at the weekend decided to do some more "homework" before deciding on registration.

The committee said the Government should ensure that such changes were embodied in legislation

The committee said the Government should ensure that such changes were embodied in legislation

The committee resolved

● That FOSATU affiliates will continue to take a joint stand on registration and the new legislation

● FOSATU will consult with other unregistered unions with a view to taking a common stand

● That FOSATU and its affiliates will consider the new position taking into account that substantial problems remain to be weighed against the exemptions

The committee will probably meet in a month's time to review the position

The FOSATU unions have a membership of 45 000

The Consultative Committee of Black Trade Unions is still to hold a meeting to decide on the question of registration

B E V E R A G E S

"Ah my Beloved, fill the cup that clears
Today of Past Regrets and Future Fears"
Omar Khayyam

GINGER BEER

10 bottles (750 ml) water
4 cups sugar
1 1/4 (20 ml) bottles Jamaica
Ginger

Judy Morris, Port Elizabeth

1 t cream of tartar
1 1/2 heaped t dry yeast

Mix all together and leave for 6 hours. Then bottle in screw top bottles. Leave for a couple of days to mature. Keep it in fridge when mature.

----o0o----

MOM'S GINGER BEER

16 bottles water
3 1/2 lbs sugar
2 lemons

Sharon Young, Rondebosch

2 pkts cream of tartar
2 oz braised ginger
2 cakes yeast/2 pkts dried yeast

Mix yeast with 1 cup lukewarm water. Mix all the ingredients (except the yeast) together in a large saucepan and boil. Cool and add the yeast. Leave overnight, strain, bottle - tie the corks down. Leave for a week before drinking.

----o0o----

IRISH COFFEE

Heat Irish Coffee Glasses, or goblets. Put 3/4 tot Whiskey in goblets and 2 t brown sugar. Pour hot percolated Mocca Java (or Maccano instant) coffee to about 3/4 of the glass. Top up with whipped fresh cream, poured slowly over the back of a silver teaspoon.

May Bennett, Ridgeworth

----o0o----

TIA MARIA

2 cups dark brown sugar
7 t Nescafé
1 cup sugar
1 pt cold water

Jane Hullock, Durbanville

Bring white and brown sugar and water to the boil, and simmer for 1/2 hour stirring frequently. Add Nescafé and cocoa which has been mixed with a little water. Boil up again. Remove from stove and add rum and vanilla essence. Leave to cool and then add Mainstay. Bottle (preferably strained through a muslin cloth).

----o0o----

COFFEE SPECIAL

May Bennett, Ridgeworth

Pour together into coffee glasses, hot milk and strong coffee. Top with following: fresh cream mixed with a good instant coffee, a few drops of vanilla essence and fine sugar.

----o0o----

GRANADILLA DRINK

Mrs Futter, East London

3 cups sugar
3 cups water
12 granadillas
3 t tartaric acid

Boil water and sugar to a thin syrup. Turn out the pulp of the granadillas. Then to this, add 3 t tartaric acid. Pour hot syrup over and allow to cool. Strain and bottle. (Squeeze the pulp to get all the juice out.)

----o0o----

WESTLEIGH PUNCH

May Bennett, Ridgeworth

1 large tin of pineapple juice
1 medium tin of orange juice
1 small tin lemon juice
1/2 cup sugar
1 large bottle cold ginger ale
1/2 cup cold water
1/2 cup Cinzano Blanc

Mix all together, let it stand 1/2 hour before using, in the refrigerator. Serve in punch bowl, garnish with a few slices of orange or lemon cut very thin.

----o0o----

CAPPUCINO COFFEE

May Bennett, Ridgeworth

Use a strong brew of good percolated coffee. Heat milk but do not boil. Pour equal quantities of coffee and milk into cups, mixing in together. Add a little cold milk.

Tucsa boss fears polarisation

Labour Correspondent

MR ARTHUR Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa), yesterday expressed concern that the South African work-force may polarise further along racial lines.

Addressing the business outlook conference of the National Development and Management Foundation of South Africa, Mr Grobbelaar expressed the hope that non-racial unions would be allowed in the "very near future".

Referring to the continued prohibition on mixed unions including blacks in new labour legislation, Mr Grobbelaar said he was "deeply disturbed" about this entrenchment of racial division in the trade union structure.

With the current opening up of true bargaining rights for underprivileged workers a considerable change would take place in bargaining patterns. Unions whose members had

attained a position of relative well-being would be concerned with the maintenance of the status quo.

On the other hand, underprivileged workers would seek new status and a re-ordering of the existing order.

"Given South Africa's social framework this divergence -- certainly be along racial and the dangers of racial polarisation are both inherent and imminent," he said.

The new dispensation sought to outlaw political activities in trade unions.

But the more militant black and coloured political groups had already decided upon the tactics and strategy of combining political aspirations with economic or trade union aspirations.

"Hence my concern with the continued enforcement of racial separation in trade unions, which can only encourage racial polarisation in the workplace."

ORANGE M
(Delicious)

10 oranges
2 lemons
3 pts boiling water
5 lbs sugar

Mix dry ingredients
Allow to boil
To use, add water.

A new black union deal is born... but will the Government strangle the baby?

Sunday 7/10/79

By Dick Usher

WITH a terse announcement in last week's Government Gazette trade union rights were extended to all South African black workers, reversing one of the worst aspects of the new industrial legislation arising from the Wehahn Commission.

The Industrial Conciliation Act, as amended by Parliament this year, would have excluded large groups of workers who, although working in the Republic, were officially regarded as residents of "self-governing" or "independent" territories, or residents of black trusts lands.

With Government policy aimed at creating a series of "independent" black homelands within South Africa's borders — with the dream that all black workers will commute or be part-time migrants to the industrial centres — larger and larger groups would eventually have been excluded from the right to industrial organisation within trade unions.

This has now been reversed. All South African workers not only

South African citizens but also citizens of territories "which previously had been part of the Republic" — will be allowed trade union rights.

While the move has been generally welcomed — Mr Arthur Grobelaar, general secretary of the Trade Union Council of South Africa, said it was the most progressive and dramatic step ever taken by any South African government — there are still many critics who view it as a threat to the non-racial trade union movement in South Africa while the legislation still conflicts with a basic tenet of unionism, the right to free association.

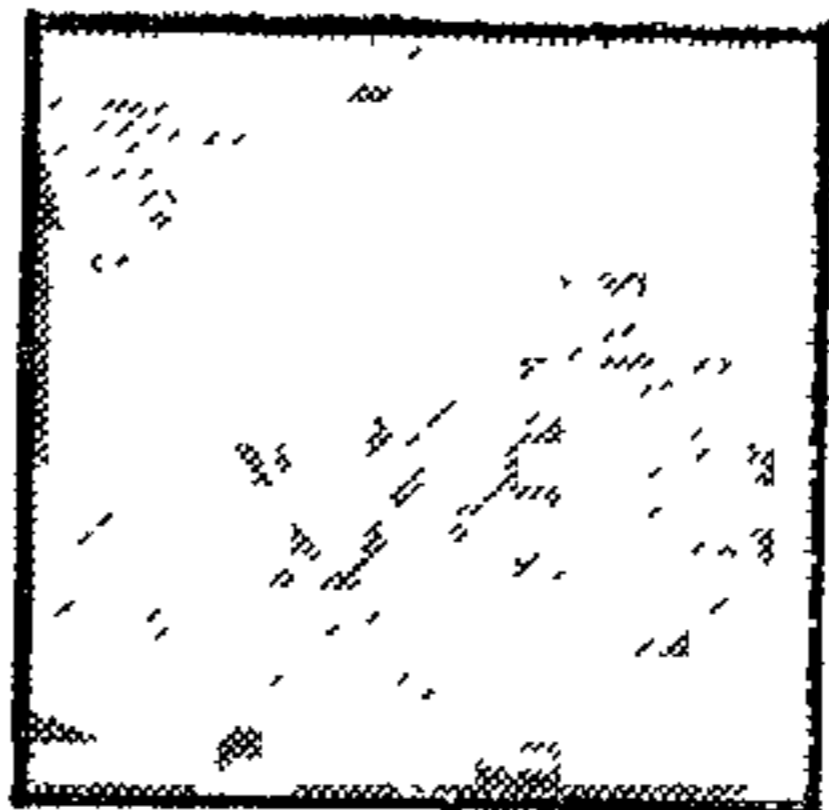
The right of free association is restricted by provisions in the Act prohibiting registration of a union by the registrar if membership is open to "employees of more than one population group."

Freedom of association according to the International Labour Organisation convention, means workers and employers, "without distinction whatsoever, shall have the right to establish and, subject only to the rule of the organisation concerned, to join organisations of their own choosing without previous authorisation."

The fact that the Industrial Conciliation Act specifically excludes the formation of further "mixed" unions and restricts the geographical expansion of existing "mixed" unions, unless the Minister sanctions registration or expansion, is clearly a denial of this basic right.

Critics fear this provision can lead only to confusion on the shop floor. If unions are precluded from having mixed membership, then any new unions formed within industries will have to have separate organisations for white, coloured, Indian and African workers.

With possibly four bodies — or more depending on the number of categories of workers involved — participating in



negotiations the possibilities for confusion appear enormous.

Apart from being inefficient the system also enshrines discrimination.

In fact, unregistered unions with mixed membership, whose constitutions enshrine non-racialism, will be forced to expel members if they wish to register as unions.

Instead of acting as midwife to a lusty young union movement, the Government is acting as an authoritarian father Alex Boraine, MP

QUOTE

much confusion. Unregistered unions were previously considering maintaining their status but are now rethinking their position.

The Federation of South African Trade Unions (Fosatu), a grouping of 14 registered and unregistered non-racial unions serving mainly black workers, has so far stopped short of rejecting registration under the new

dispensation. After a meeting of its central committee last weekend Fosatu announced that affiliates would take a joint stand on registration and would also consult with other unregistered unions outside Fosatu "with a view to taking a common stand."

Meanwhile African unions organised in "parallel" with Tucca unions are starting to apply for registration.

The Motor Industry Workers Union has already applied to register and it is expected that all Tucca "parallel" unions will eventually apply as well as other parallel unions outside Tucca.

But the critics' objections go much deeper than denial of trade union rights.

One of the most outspoken among them is Dr Alex Boraine, PFP spokesman on labour affairs, who sees the extension as part of the Government's total strategy against what it sees as a total onslaught facing South Africa.

He points out that although Prime Minister P. W. Botha has made some exceedingly enlightened noises in the area of race relations since he took office the "total strategy" approach implies increasing authoritarianism in many fields as the Government relaxes in others.

"As the Government relaxes controls in the social and economic sectors, it is clamping down on possible areas of dissent," he said.

Other critics share his fears. They point to the ever-increasing restrictions on the Press, specially through legislation passed during the previous parliamentary session, and the gathering of teachers into controlled professional bodies as two examples of this expanding control.

They also fear the Government, while attempting to put a face acceptable to the international community on its industrial legislation, also realised that excluding

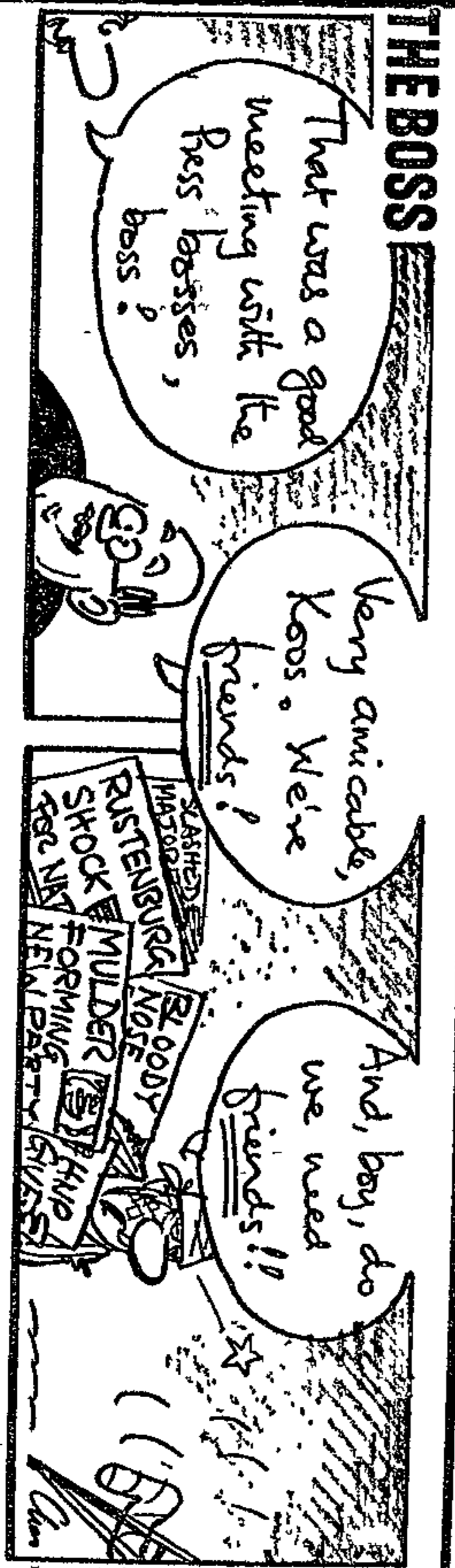
many black workers from this legislation could lead to the growth of the unregistered union movement outside the controls laid down in the Act.

Hence the forestalling of this through the opening of unions to nearly all black workers.

But, they foresee this could be merely a prelude to compulsory registration of unions. Compulsory registration could include further measures which would make it difficult for an unregistered union to exist — a ban on receipt of overseas funds or refusing to allow unions to collect subscriptions via employers' stop orders.

Registration would involve the unions submitting to the controls laid down in the act, with the possibility of arbitrary deprivation on "a wide spectrum of considerations" including the prevailing circumstances in the particular industry... and the implications as a whole in social, economic and political aspects."

As Dr Boraine says: "Instead of acting as midwife to a lusty young union movement, the Government is acting as an authoritarian father."



GENERALLY ACCEPTED ACCOUNTING PRACTICE

APPLIED EXAMPLES

QUESTIONS

DEFERRED TAX

Handwritten notes: "135A" in a circle, "ASO" in a circle, and "372" in a circle.

A. Alpha Limited acquired an item of new plant for R60 000 on 1 May 19.6. Depreciation is provided at 12½% p.a. straight line. A 25% initial allowance is granted for tax purposes, wear and tear being 20% on the reducing balance. Tax rates were 40% in 19.6 and 42% in 19.7, and taxable income amounted to R45 000 and R50 000 respectively, for the financial years ended 31.12.19.6 and 19.7

1. What of th

**No stooge
— Mrs M
proved it**

**Lucy is champ
in SA fight**

2. Show income assuming

NEW YORK — When Mr Vere Stock, the South African Consul General here introduced his guest speaker at a seminar for bankers and business people, he said she was no stooge for the Government. Little did he know she would prove it.

The Star Bureau
NEW YORK — Mrs Lucy Mvubelo, head of South Africa's largest black trade union, has emerged as one of the most successful opponents of disinvestment in South Africa to visit the US.

congressional groups and the media. Her impact had been partly because she was black and partly because she was such a formidable personality, he said. Mrs Mvubelo said she herself was reluctant to be too optimistic.

3. How will of an ex company, in the 1

"The system stinks," Mrs Lucy Mvubelo, Secretary General of the Union of Clothing Workers told the audience. "A businessman said he gathered that she accepted the principle of Bantustans. 'Who could ever accept that kind of policy?' Mrs Mvubelo replied. 'We were not asked. We wish we could eliminate the system. It stinks. It is the worst system any government could think up'."

"In fact," said Mr John Chettle, director of the South Africa Foundation, "she is the most effective speaker we have ever brought to this country."

Addressing the seminar, she said proponents of disinvestment were either intellectuals "like doctors and journalists" who had nothing to lose, or they were exiles who would not suffer directly themselves. "They are not my people, the workers," she said.

4. How does deductib income fr income st

At a seminar held by the South African Consul-General for Mrs Mvubelo to speak to New York bankers and business people, Dr Chettle said the trade union leader had had a tremendous impact on black civil rights.

Mrs Mvubelo, secretary-general of the Union of Clothing Workers, is touring American cities as a guest of the South Africa Foundation, to express her opposition to American disinvestment in South Africa.

Asked by an official from Citibank whether the recent changes in labour legislation were matched by parallel improvements in the political situation of black South Africans, Mrs Mvubelo answered "not this year, or next year... but in future. You must allow time."

5. Further t profit be

Mr Stock — visibly embarrassed — argued with her for a few minutes, then closed the seminar.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

Mrs Mvubelo urges US not to disinvest

NEW YORK — A black South African labour leader has urged Americans to keep investing in South Africa, saying black workers would be the first to suffer if foreign companies withdrew.

"I know that Rome was not built in a day," Mrs Lucy Mvubelo told a New York audience on Wednesday, "but we have struggled for 55 years to achieve the opportunity we have today. Now do you want to starve us to death?"

Mrs Mvubelo, general secretary of the National Union of Clothing Workers, and a vice-president of the Trade Union Council of South Africa, addressed a meeting of the Council on Religious and Foreign Affairs.

She said the black labour movement in South Africa had won a signal victory last month when the Government agreed to recognise black unions.

Mrs Mvubelo said black workers still had many battles, including the fight for a minimum wage and the right to organise black miners, domestic workers and farm workers.

She said wages for blacks still fell far short of wages for whites in the same jobs.

But she pleaded for time to let the new labour laws work before foreigners recalled investments. She said multinational corporations in South Africa had done nothing for blacks before 1970 but since then, largely under pressure from blacks inside South Africa, such firms had made great progress.

She said these companies had set up training programmes, raised wages of blacks and promoted them to managerial positions, forcing similar concessions from the South African Government.

"How can I welcome something that is going to be detrimental to my people?" she answered to repeated questions on disinvestment.

But several members of the audience, including members of the US National Association for the Advancement of Coloured People, wondered how else foreigners could bring about an end to apartheid. They argued

that foreign firms provided few jobs for blacks — one estimate was 70 000 in a nation of 22 million — but provided great amounts of capital to the country, allowing South Africa to perpetuate legal discrimination.

The critics added that many other labour leaders and exiled South Africans did support disinvestment and other tough measures, and they suggested that Mrs Mvubelo was in the minority.

Mrs Mvubelo said Americans concerned about aiding South African blacks should urge foreign companies to offer equal opportunities to black workers, to oppose discrimination and to recognise the still-segregated black unions. But she said withdrawing altogether would be counterproductive.

Mrs Mvubelo also said it was better that black unions should stay segregated for the time being. She said whites might overwhelm blacks and deny them opportunities if the unions were integrated immediately. — Sapa AP

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3

In-house unions: bosses warned

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING trade unionist has warned employers not to promote in-company unions and plant committees in an attempt to undermine trade unionism

The warning came from Mr Tommy Neethling general secretary of the Amalgamated Engineering Union, one of the largest and most powerful unions in the country

In the latest issue of the union's magazine, Metalworker, Mr Neethling draws attention to increasing efforts by some employers to promote "in-company unions" in opposition to existing registered trade unions

He says employers could not honestly believe such committees would serve their employees' legitimate aspirations in the long-run

Employees should not be fooled into believing such "in-house unions" could represent their interests adequately in all fields

The union was not opposed to

committees dealing merely with in plant problems

"But where committees clearly precede an assault on trade unions, we will oppose them with all our power," he said

Mr Neethling's warning follows fears expressed by many top unionists that the committee system envisaged for South Africa's new labour dispensation could be used to undermine unionism

In its first report, the Wiehahn commission - of which Mr Neethling is a member - recommended the extension of the committee system to workers of all races. It said committees should only have bargaining powers in areas where no industrial councils existed

While accepting this in its White Paper, the Government nevertheless said committees should be allowed to negotiate on as many matters as possible, and enjoy the same autonomy as industrial councils

The new committee system is likely to be enacted next year

from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. Thus is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold*	++++	+	+	-	0
Yaws*	-	++	+++	+++	0

* Added to test scoring method

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

(c) to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure programmes is an art form which must in the U.K. Department of Health be done in a way which is not only logical but also politically sound.

"Programme structure should be decided by the decisions to be taken about the priorities to be given to the various objectives. One might say that a matter of political or administrative priority - one would wish to reside in different parts of the country, for example, but when the alcoholics, but when the particular objective is against behavioural therapy, then the comparison of the behavioural therapy with other objectives is not so straightforward as it appears to be. The behavioural therapy is a technical one. Which is the cheaper way to deal with the alcoholics? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".⁹

Tucsa plea to lift GST on food

By GERALD REILLY
Pretoria Bureau

AN APPEAL to exempt basic foods from sales tax was made to the Minister of Finance, Senator Owen Horwood, by the executive of the Trade Union Council of South Africa, Tucsa, at a meeting in Pretoria this week.

The Minister said Tucsa's representations would be borne in mind when the 1980/81 Budget was being prepared.

Opposition politicians, including the Progressive Federal Party's financial spokesman, Mr Harry Schwarz, MP, have also made a strong plea for the

removal of sales tax from essential commodities.

Tucsa - and the SA Confederation of Labour - have stressed at recent congresses that the high inflation rate, and particularly the steep rise in food prices this year, have caused severe hardships among lower paid workers who constitute the largest segment of the country's labour force.

The president of Tucsa, Mr Andre Malherbe, said the removal of sales tax from basic foods would also relieve the acute distress among the hundreds of thousands of unemployed black people in the major urban areas.

"We believe the Government is in a position to make this concession which would mean a great deal to the hard-pressed lower income groups," he said.

Tucsa's executive also asked the Minister this week to scrap the "add-in" system of applying the tax and make the "add-on" system universal.

"Between 60 and 70% of the retail trade have in any case adopted the 'add-on' system. We believe it is only right that the consumer should be able to see on his receipt exactly how much tax he is paying," Mr Malherbe said.

Sen Horwood promised to take the representations on this score into account as well.

whichever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".⁹

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

ONION RINGS

May Bennett, Ridgeworth

Peel and slice large onions, and separate the rings. Heat a pan; add oil. Dip the rings in milk and then coat with flour, and fry till brown in the hot oil. Drain the oil off on a paper towel, and season with salt and pepper.

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OLD FAMILY OR VINTAGE RECIPES

1820 and All That!

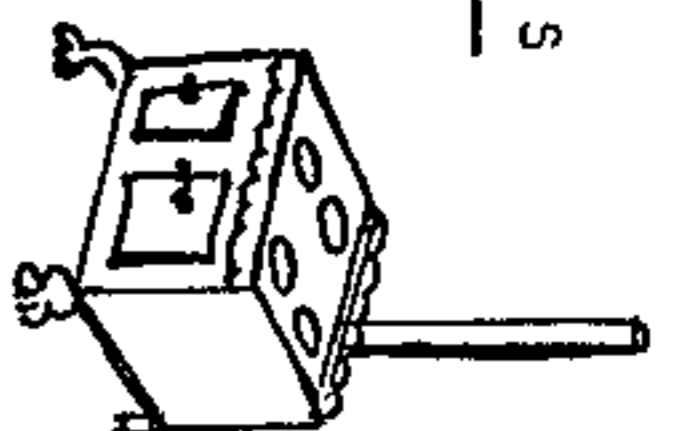
FRENCH
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I still expect another miracle," said Mrs Mvubelo. She expected that urban blacks would get the franchise within her lifetime, she said, pointing out that she was getting old.

Although she faced a "bitter attack" from a South African exile, Mr Denis Brutus, now a lecturer at a Chicago university, many students continued to question her after Mr Brutus had left the meeting, she said.

On the whole she found that her many audiences listened attentively to what she had to say—that continued investment in South Africa was essential to create work for the unemployed.

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Black union leader beat drum for SA investment

Stav 29/6/79

135

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~~738~~

By Sieg Hannig, Labour Reporter

South Africa's best-known black labour leader, Mrs Lucy Mvubelo, jetted into Jan Smuts Airport at the weekend with invitations from top labour organisations in the United States as proof of the success of her month-long anti-boycott tour of America.

Her trip was "very successful" — more so than her 1971 visit during which she persuaded American companies successfully to provide equal employment conditions in their South African subsidiaries, she said at a Press conference

Mrs Mvubelo met a wide range of American opinion-formers during her visit which was sponsored by the South African foundation, of which she is a trustee

Among others she met Mr Lane Kirkland, the man expected to succeed Mr George Meany as President of the AFL-CIO, America's big umbrella labour organisation, at the organisation's annual congress next month.

POWERFUL

She said she had been invited to address this powerful body during the congress but was not sure whether her South African commitments permitted this.

She got a similar invitation from the large United Automobile Workers' Union for that union's convention next year

Although she encountered much cynicism about changes in South Africa and strong support for disinvestment among students and exiles, she found organisations such as big banks unaffected by this

Mrs Mvubelo added there was no need for any foreign pressure to hasten change in South Africa.

The Prime Minister, Mr P W Botha had done much unexpectedly — enough to jeopardise his re-election, she said.

SPATCHCOCK - 1900
1 Young fowl
brown bread crumbs
herbs

parsley
onion

Cut the fowl through the back bone, and open out flat. Brush with oil. Sprinkle the back bone, and open out flat. Brush with oil. Sprinkle with salt and pepper, chopped onion and sides. Sprinkle with mixed herbs. Grill and continue cooking

MUTTON, ROAST SHOULDER OF 1900

shoulder of mutton
dripping

salt
flour

Put the joint to a bright clear fire, floured well. Baste contin-

---000---

of
boil

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing from it.

Mvubelo tells of her critics in exile

By DIAGO SEGOLA

DURING her recent visit to the United States, black trade unionist Mrs Lucy Mvubelo encountered strong opposition to her stand against disinvestment from South African exiles

Mrs Mvubelo, general secretary of the National Union of Clothing Workers, said yesterday the most vocal of her critics was Mr Dennis Brutus, former president of the South African Non-racial Olympic Committee (Sanroc) and noted for his long campaign to force South Africa to change its policies through isolation in sport.

She said her confrontation with Mr Brutus occurred during an address to students and staff at North-Western University, Chicago, where Mr Brutus lectures

Mrs Mvubelo said her other strong critic was Dr Theo Kotze, former director of the banned Christian Institute, who fled last July

Both Mr Brutus and Dr Kotze cannot be quoted in South Africa.

Mrs Mvubelo returned to South Africa at the weekend. Her visit to the US was sponsored by the South Africa Foundation.

She said during her many talks throughout the US, one fact that was hammered home to her was that the death in detention of black consciousness leader Steve Biko had given South Africa a bad name.

During her talk at Notre Dame University, Indiana, a professor asked her what black South Africans had done to avenge Mr Biko's death.

"He said the present generation of black South Africans should make sacrifices so future generations could have freedom. He was clearly talking about revolution.

"I told him it was very easy for people outside South Africa to prescribe solutions. I said I was against revolution, because it was our children's blood that would flow."

Many criticised her for advocating the continuation of US investment in South Africa. They told her the only way to break apartheid was to disinvest.

Mrs Mvubelo said she told her critics South Africa had entered a new phase, with rights and privileges being extended - although slowly - to black people. This positive process would continue, provided South Africa remained economically sound.

such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1 A method of ranking health problems

care	++	++	++++	++	32	36
Specific diseases.	++	++	++	++	++	16
V.D.	++	++	++	++	++	16
Dental problems	++++	+	++	++	++	16
TB	++++	+	+++	++	++	54
Common cold *	++++	+	+	+	+	0
Yaws *	-	++	+++	++++	++++	0

* Added to test scoring method

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis, and in the intuitive process, these two factors may not be differentiated.

A very large proportion of the benefits of different programmes are not differentiated. Further analysis is required in valuing the benefits to one another.

2.4 An Informal Method

The following method for ranking health problems was described by John Bryant students in Thailand, and where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Mrs Mvubelo said she told her critics South Africa had entered a new phase, with rights and privileges being extended - although slowly - to black people. This positive process would continue, provided South Africa remained economically sound. Mrs Mvubelo also suggested to some of the companies I visited that not only should they maintain investments in South Africa, but that they should set up an education fund for black children. I told them not to concentrate on their employees only." Mrs Mvubelo said.

as been used in nursing and can be used to one another.

GENERAL NEWS

135

2/11/74

~~W. J. H. H. H.~~
W. J. H. H. H.

'Firms aiding puppet black unions

By RIAAN DE VILLIERS
Labour Correspondent

THE activities of certain employers and five 'parallel' trade unions for blacks have come under fire from the Federation of South African Trade Unions (Fosatu), a major co-ordinating organisation of independent black trade unions.

In a statement issued yesterday, Fosatu claimed employers were actively interfering in the freedom of association of their workers by helping certain unions to organise in their plants.

It also accused some parallel unions and their registered parent unions of being too ready to co-operate with employers in an attempt to supplant the established independent black unions.

Most of the parallel unions singled out have been formed by affiliates of the Trade Union Council of South Africa (Tucsa), also sharply criticised by Fosatu.

Fosatu's move has highlighted the growing conflict between its affiliates and rival parallel unions — unions for blacks started by white or coloured unions — which is becoming one of the most explosive labour issues.

Fosatu said 'unprecedented' numbers of companies were introducing unions to their black workers, doing much of the recruiting themselves.

Realising they would have to deal with black unions, many employers were 'hastily looking around for the unions which they regard as the most convivial'.

Fosatu said most of the unions involved had never organised black workers before and had not helped the unregistered unions, which had been fighting an uphill battle for years.

It said their sudden concern came at a time when organising black workers had become easy and respectable and registered unions were threatened more seriously than ever before by competition from organised black workers.

Independent black unions had struggled for years for employer recognition. 'Now, suddenly, employers are by-passing the established black unions and

are bringing new unions to their workers

'In many cases the new unions are being used in an attempt to undermine or pre-empt organisation by Fosatu or unions affiliated to the Consultative Committee of Black Trade Unions,' the statement said

New unions were competing at an 'unfair advantage' because of employers actively interfering in the freedom of association of their employees.

Outlining this claim, Fosatu alleged that: 'Many companies were granting facilities, such as access for recruiting to new unions, which they denied to existing unions

Companies were helping new unions to organise

Personnel officers handled recruiting for new unions and in some cases collected subscriptions

In many companies, workers have been called together by management and told to join a certain union,' Fosatu said.

'This interference by management effectively amounts to coercion. Few workers feel they can refuse to join without endangering their jobs'

Fosatu said it appeared most of the parallel unions would be prepared to accept certain conditions from management which would weaken the whole labour movement.

This included acceptance of management-dominated in-plant committees to handle in-plant issues.

Fosatu said it was not opposed to unions being granted facilities to recruit

However, it should be granted evenhandedly and without strings attached

Management assistance was also unacceptable, the statement said

Fosatu singled out one registered union — the South African Boiler-makers' Society — as the only one which had consulted with it on the advisability of forming a new union for blacks

Spokesmen for the unions named in the statement could not be reached for comment

Method of evaluation range from simple procedures for looking at costs,

Programme Evaluation

2.4 An Informal Method for Setting Objectives

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

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priority has been given by medical and nursing people, therefore, lends itself to use in that it can be used in a variety of ways.

then given a score (from 1 to 5)

ty Vulnerability to management	++	16
	+++	16
	++	54
	-	0
	+++	0
Total		96
	++	88
	++	36
	++	32

DISEASES OF THE CIRCULATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	3,51	0,33	1,10	0,21	1,80	1,59	0,13	0
1-4	0,75	0,06	0,02	0,10	0,15	0,17	0,02	0,
5-24	0,67	0,06	0,09	0,10	0,14	0,17	0,11	0,
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,7
45-64	9,75	4,44	14,76	12,79	16,33	8,25	4,61	5,0
65	42,19	32,93	55,20	47,72	43,12	40,90	22,55	14,2
ALL	4,70	3,81	3,22	2,25	4,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

RESULTS OF FOOD AND WATER ANALYSIS

Tucsa spokesmen deny alliance with employers

By RIAAN DE VILLIERS
Labour Correspondent

CLAIMS that affiliates of the Trade Union Council of South Africa (Tucsa) were co-operating with employers attempting to undermine independent black trade unions were dismissed as "absolute nonsense" by Tucsa spokesmen yesterday.

They were reacting to a statement issued by the Federation of South African Trade Unions (Fosatu) this week criticising the activities of certain employers and "parallel" unions for blacks formed by registered Tucsa affiliates.

Fosatu claimed employers were "actively interfering" in the freedom of association of their workers by helping certain unions to organise.

It also accused some parallel unions and their parent unions of being too ready to co-operate with employers in attempts to compete with independent black unions.

Mr Arthur Grobbelaar, General Secretary of Tucsa, denied that Tucsa unions had formed any alliance with employers.

"Some Tucsa unions do co-operate with employers - but

that is what good industrial relations is all about," he said. "I'll be disappointed if Tucsa unions did not have good relationships with employers."

He said it could happen that employers helped unions to organise - but this was a question of co-operation between unions and employers.

Also, it was the prerogative of employers to decide which unions to deal with.

"If I was an employer I would also prefer to work with unions I am accustomed to dealing with and I know have the necessary expertise."

Employers were reluctant to deal with unions who were always involved in confrontation situations.

"Perhaps Fosatu unions should change their tactics - instead of confrontation, they must start looking for co-operation," he said.

Mr Steve Scheepers, secretary of the Radio Television and Allied Workers Union named in the Fosatu statement, denied he was in alliance with employers.

His parallel union was started a year ago and he had to battle for recognition.

"Fosatu unions shouldn't cry

in public and look for excuses if they don't do their job properly and don't succeed," he said.

Mr Archie Poole and Mr Ronnie Webb two other Tucsa unionists whose unions were mentioned in the statement, were not available for comment.

Spokesmen for firms named in the Fosatu statement denied allegations that they were actively aiding certain unions.

Mr Robin Bullen, managing director of G E C Machines, said yesterday the firm had recently used its liaison committee and black personnel officer to explain to its workers what unionism was about.

But he strongly denied that the firm had exerted any pressure on workers to join a certain union.

The firm was happy to provide access for unions to address its work-force. But he added it would be unhappy about dealing with unregistered black unions.

"We would prefer to deal with registered unions or black unions in the process of being registered and linked to established registered unions."

DISEASES OF THE RESPIRATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,30	2,22	7,81	4,85	3,20	2,78	13,24	14,15
1-4	0,22	0,28	1,50	0,69	2,32	2,45	2,46	2,13
5-24	0,05	0,06	0,17	0,13	0,21	0,23	0,13	0,15
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,56	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	11,12	22,07	10,49	9,32	6,19
ALL	1,12	0,77	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

135
9/11/78
0,26 70,07
0,44 8,5
1,17 0,12
366 187

'Registered unions are keen to organise Africans to protect their own non-African members'
— Fosatu

'Co-operation with management is the crux of industrial relations'
— Arthur Grobelaar, general secretary of Tucs

'The parallel unions look after us when we are dead. When we are alive they do nothing'
— Worker

Sunday Post
11/11/79

WAR

LOOMS

TRADE UNION

HUNDREDS of thousands of South Africa's black workers are at the centre of a looming all-out union war that could either give them a new voice or leave their interests in the hands of white worker representatives and employers.

On the one side are the as yet unregistered independent black and non-racial trade unions.

On the other are the "parallel unions" set up by the white-dominated registered unions

And, claims the 40 000-strong Federation of South Africa Trade Unions (Fosatu), the parallel unions are getting a big helping hand from many employers

That, says Fosatu, is because the parallels — dominated as most of them are by the registered white unions that set them up in the first place — "will not cause employers difficulties".

To the individual black worker, say union observers, this could mean he won't escape the present situation in which his wages, working conditions and opportunities are ultimately determined in negotiations between white worker representatives and managements.

The long-standing conflict between the independent black unions and the parallel unions has only recently grown into an all-out war.

The white-dominated Trade Union Council of South Africa (Tucs) has rejected recent suggestions that it should not organise where non-parallel, independent unions have members

In fact at its recent conference Tucs slammed Fosatu for making such a suggestion

But this week Fosatu hit back. In a report just released, Fosatu accuses the parallel unions of co-operating with employers against it

The report, based on the evidence of African workers in a number of factories, cites a number of instances where, it says, employers have invited parallel unions into their factories in order to get rid of the independent unions — and some cases where employers have set up their own unions.

It singles out five parallel unions for special criticism. All have been formed recently.

Job bars

These unions, Fosatu complains, have ignored African workers until now, "when organising African workers has suddenly become easy and respectable."

A key motive in the formation of parallel unions is the fact that formal job bars are on the way out, says Fosatu.

Registered unions are thus keen to organise Africans to protect their

SUNDAY POST SPECIAL LABOUR CORRESPONDENT

own non-African members' job security.

Fosatu says it has collected evidence which reveals that employers are helping the parallel unions by giving them facilities — often the same ones, such as access to workers and "stop order" facilities, which are denied the independent union.

In some cases, the parallel union has actually been invited to organise in a plant to keep an independent union out.

In return, the parallel unions are agreeing to conditions, such as the retention of "the discredited liaison committee system" and the right of management alone to fix wages, which "weaken the entire trade union movement," says Fosatu.

As evidence of this co-operation, it quotes a pamphlet issued by one parallel, the Motor Industry Workers' Union, which says "employers are with this union

THERE was a time when African workers who felt their wages were too low or their working conditions were bad, could do little about it.

There were few trade unions for African workers and the unions that did exist were weak and small.

Both employers and the Government were hostile to African trade unions, although these unions have never been illegal.

The only bodies which African workers had to represent them were works or liaison committees.

These did not achieve very much for they were often controlled by employers, and workers who sat on these committees feared victimisation by their bosses if they complained about conditions.

In the early 1970's, however, a trade union movement for Africans began to grow. One of the reasons for this growth was the Durban strikes of 1973, when large numbers of African workers downed tools in protest against low wages.

There was obviously a growth in African workers' dissatisfaction at their work conditions and a new willingness among workers to take action to win improvements.

A trade union movement to represent these workers and negotiate for them began to grow.

This was by no means the first time an African union movement had arisen.

In the 1920's, the Industrial and Commercial Workers Union, led by Clements Kadalie, a fiery orator from Malawi (then Nyasaland) attracted the support of many workers. It had over 100 000 members at its peak.

In the '30s and '40s, the Council of Non-European Trade Unions brought together

include all the Durban unions which grew out of the 1973 strikes, a group of unions operating on the East Rand and a number of Eastern Cape unions, particularly two which represent motor unions.

Last week's strike at Ford over the alleged vic-

union in their demands and refused to yield to employer pressure.

The other union group is the Consultative Committee of Black Trade Unions, which hopes soon to form a union federation, Sablatu — the S.A. Association of Black Trade Unions.

made to bring these two groups together but have failed up to now.

The Consultative insists that its unions be controlled by Africans, and, although they are officially non-racial, they do not attempt to organise non-African workers.

Fosatu insists on non-

Fosatu unions have refused to join the institute and they believe that unions should only deal with management when they have built up enough support among workers to ensure that employers will not be able to ignore the union.

There are African unions outside these bodies. In the Cape, the Western Province General Workers' Union and the African Food and Canning Workers' Union (which was involved in the Fattis and Morris dispute) are active.

The WPGWU has about 10 000 members and places an even greater support on organisation at the workplace than Fosatu unions.

Another element on the union scene is the Black Allied Workers Union, which recently suffered a split, with a breakaway organisation, the SA Allied Workers Union, being formed.

BAWU has a strong black consciousness orientation and claims 20 000 members, although it does not appear to be trying to win recognition from employers.

All these unions are regarded as "independent" in the sense that they do not depend on non-African union members. But there is a group of unions which has been organised by non-African registered unions, particularly those belonging to the Trade Union Council of SA (Tucsa).

All these unions either have strong links with the non-African "parent" union or are directly run by it. The best-known parallel union is Lucy Mvubelo's National Union of Clothing Workers.

A spate of new parallel unions has been organised since the Wiehahn commission recommended that African unions be allowed to register.

The unions who organise these "parallel" unions say that they are doing so in order to provide union representation for African workers.

They say the unions will be run by African workers once they are established, and point out that some independent unions have links with non-African unions.

The independent unions, however, see them as a direct attempt to compete with the African union movement. They say that these unions have been formed to control African workers and to make sure that they do not cause any trouble for non-African workers or employers.

Most of these unions are completely under the thumb of the registered union and their members have little say in what the union does, the independent unions claim.

They often quote the case of an official of a parallel union who said he couldn't attend a union meeting because he had to go to the bank for the "miesies" (the secretary of the registered union).

Despite its resurgence, the registered union movement has its problems.

Most employers are still not keen to deal with these unions and two years ago, close on 30 union officials were banned by the government.

Some of the banning orders have been lifted.

Now, however, the government has decided to offer these unions a place in its new labour system.

It remains to be seen whether accepting this offer will strengthen the unions or, as many of them fear, weaken them and bring them under government control.

THE LONG STRUGGLE FOR RECOGNITION

This is the first of a series of three articles on trade unionism in South Africa written by SUNDAY POST's special labour correspondent.

Today's focus is on the rise of the trade union movement. Next week there will be an analysis of the present state of the unions, with particular regard to the Riekert and Wiehahn reports, and the final article will take a look at the future.



Thozamile Botha addresses striking workers as Ford officials look on worker power in Port Elizabeth last week.

victimisation of PE Civic Association leader Thozamile Botha took place at Ford, where the United Auto Workers are active.

The union was not involved in the strike but helped to secure a settlement.

Fosatu unions place great stress on the role of elected worker leaders on the factory floor, called shop stewards. They accuse many registered unions of ignoring their rank-and-file members.

They have been able to win a number of battles with employers because workers in the factory and their elected shop stewards supported the

Seven unions belong to the Consultative, but more are expected to join when Sablatu is formed.

The Consultative's chairman is Skakes Sikhakhane, secretary of the Food, Beverage and Allied Workers Union, and its secretary is Dan Tau of the S.A. Chemical Workers Union.

The Consultative Unions are based on the Reef although they have branches in other centres. Some Consultative Unions have, for example, been organising workers in the New-castle area and some are active in Durban and the Eastern Cape.

Attempts have been

racial unions and often has non-Africans in leadership positions, something which has been criticised by the consultative.

On the other hand, Consultative Unions are much more willing to cooperate with employers where they feel this will advance the cause of their members.

Invited by the Consultative Unions have been prepared to join the Institute for Industrial Relations, a joint employer-union body, in the hope of influencing management to take a softer line with black unions.

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%

Views on this differ

BLACK AND WHITE unionists yesterday agreed that the minimum wages negotiated by trade unions are low — but they had different explanations for this.

Mr A Malherbe, president of the Trade Union Council of South Africa (Tucsa), said:

"I would not want to comment adversely without knowing the circumstances. I don't think unions accepted the minimum wages because it was what they wanted, but because it was all they were going to get."

He said the household subsistence level was calculated on a family of six, but it could be that the minimum in an agreement did not affect people with families. It could be people just leaving school, he said.

The general secretary of the Federation of South Africa Trade Unions (Fosatu), Mr Alec Erwin, said:

"Our belief is that small unions, divided racially and fragmented industrially, will never be strong enough to achieve any significant advantages or improvements for workers."

A large number of unregistered unions are affiliated to Fosatu.

Mr Erwin continued: "We believe it is the strength of the unions and not that of the industrial councils that is important."

"In general, industrial councils do not contain very good conditions for the worker, particularly the black worker. It does not surprise us that the minimum wages are below the minimum living level."

Mr Leonard "Skakes" Sibhakhane, secretary of the Food, Beverages and Allied Workers' Union, said members of registered trade unions looked after their own interests and did not care for the African worker — "They

are generally not affected by the minimum wages.

"Maybe with the new legislation, the presently unregistered unions will get registration and a chance of sitting on industrial councils and speaking for their members. They will be speaking of what they know from their members."

Mr Ronnie Webb, first vice-president of Tucsa, said:

"When we negotiate minimum wages, we cannot take into account the number of persons in a family. We negotiate for a particular job."

"One should also remember that it is only the minimum we negotiate and usually people are paid in excess of this minimum, although there are a few employers who pay the minimum."

He denied that members of registered trade unions were not affected by the minimum in the lowest grade.

Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers, said low wages have always been a matter of concern to her union.

"For example, during our last round of negotiations we asked for a 25 percent increase in all wages. But we were told about the factories in the borders of the homelands, where wages are much lower than ours and where they work longer hours."

"We were told that goods from these areas are sold in the same market and for the same prices as the goods produced here."

"But we are always striving for better wages," she said.

Total
Circ

Motor

Suici

Homic

Total
(E8)

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

PARALLEL UNIONS

Factory floor war

137
138
139
134
Nov 16/11/79

A bitter trade union organising war has broken out on a number of factory floors — and employers have been accused of taking sides in the dispute

At issue is the battle between 'parallel' African trade unions organised by non-African registered unions and their independent counterparts. A document issued last week by Fosatu, the largest unregistered union umbrella body accuses the 'parallels' of trying to squeeze independent unions out of factories — and some employers of siding with them.

Fosatu says these employers are backing the "parallels" because they will not cause them any difficulties. Says a Fosatu man: "Many employers tried for years to foist liaison committees on African workers. Now they are trying to force tame, compliant, unions on them."

And some labour observers argue that, if the Fosatu allegations are well-founded, "employers are repeating the mistakes of the early Seventies." Says one: "You can't resolve disputes unless the trade union leadership enjoys the support of its members. To replace a weak discredited, committee system with a weak, discredited union system is asking for trouble."

Fosatu's document, which is based on the evidence of workers at a number of factories, charges some employers with granting facilities to the parallels, such as access to factories which are denied independent unions in the same plant. Others are accused of inviting "parallels" in to squeeze out the independent unions — in some cases, personnel managers are helping "parallels" to recruit, says Fosatu. Still others, like the Johannesburg Municipality, are accused of starting their own African unions (a municipal spokesman denies this, saying that the idea originated with the Council's liaison committee).

In exchange for this help, says Fosatu, the parallels are agreeing to the retention of "the discredited liaison committee system" and, in some cases, management's right to make unilateral decisions on the factory floor. "The price they are paying is exclusion from factory floor bargaining, the essence of trade unionism," says a Fosatu man.

The battle between "parallels" and independent unions has been on the go for some years. But it has become much more intense since the release of the Wiehahn report. A spate of new parallels has been formed and in many cases open membership battles between the two sides are being waged on the factory floor. At its recent conference, Tucsa rejected sug-

gestions that it should not organise in plants where African workers were already organised and Fosatu was slammed by a number of delegates at the conference. Tucsa decided at this meeting to redouble its organising efforts, although not all the new parallels are being organised by Tucsa affiliates.

The registered unions see "parallelism" as "organising the unorganised" in an attempt to provide African workers with union registration. The independent unions see it as an attempt to squeeze out democratically-controlled unions and replace them with 'tame ones'. They also believe that the registered unions are only interested in organising Africans because they fear undercutting by African workers if formal job bats disappear.

Tucsa general secretary Arthur Grobbelaar rejects the latest Fosatu allegations. "I don't know if our unions have formed an alliance with management — but if they have good luck to them. Co-operation with management is the crux of industrial relations. I hope Tucsa unions are co-operating with management. This falls

within the ambit of partnership in industry.' He rejects as 'nonsensical' suggestions that Tucsa unions have only begun organising Africans recently — a common independent union complaint.

Firms charged by Fosatu with inviting registered unions in to supplant independent unions are Leyland, Non-Ferrous Metals (Durban), and Hella (Uitenhage). A Non-ferrous Metals spokesman says he knows nothing of an approach by an independent union. He concedes that management has granted the "parallel" National Engineering Industrial and Allied Union facilities, but adds: "We have been told by Setlisa that not all unions will be registered under certain conditions. We are waiting to see who is registered before deciding who to recognise."

Others, such as Siemens, GEC Machines, Dely, and General Electric are also giving "parallels" assistance, although, says Fosatu, these managements may not see this assistance as a means of supplanting independent unions.

GEC confirms that it is co-operating with the "parallel" Electrical & Allied Workers Union, but says workers aren't forced to join the union. Management will only recognise a registered union and this union "is in the throes of being registered."

Siemens MD Reinhard Saane says his company "can't express interest in a specific union" but would "welcome mixed or parallel unions."

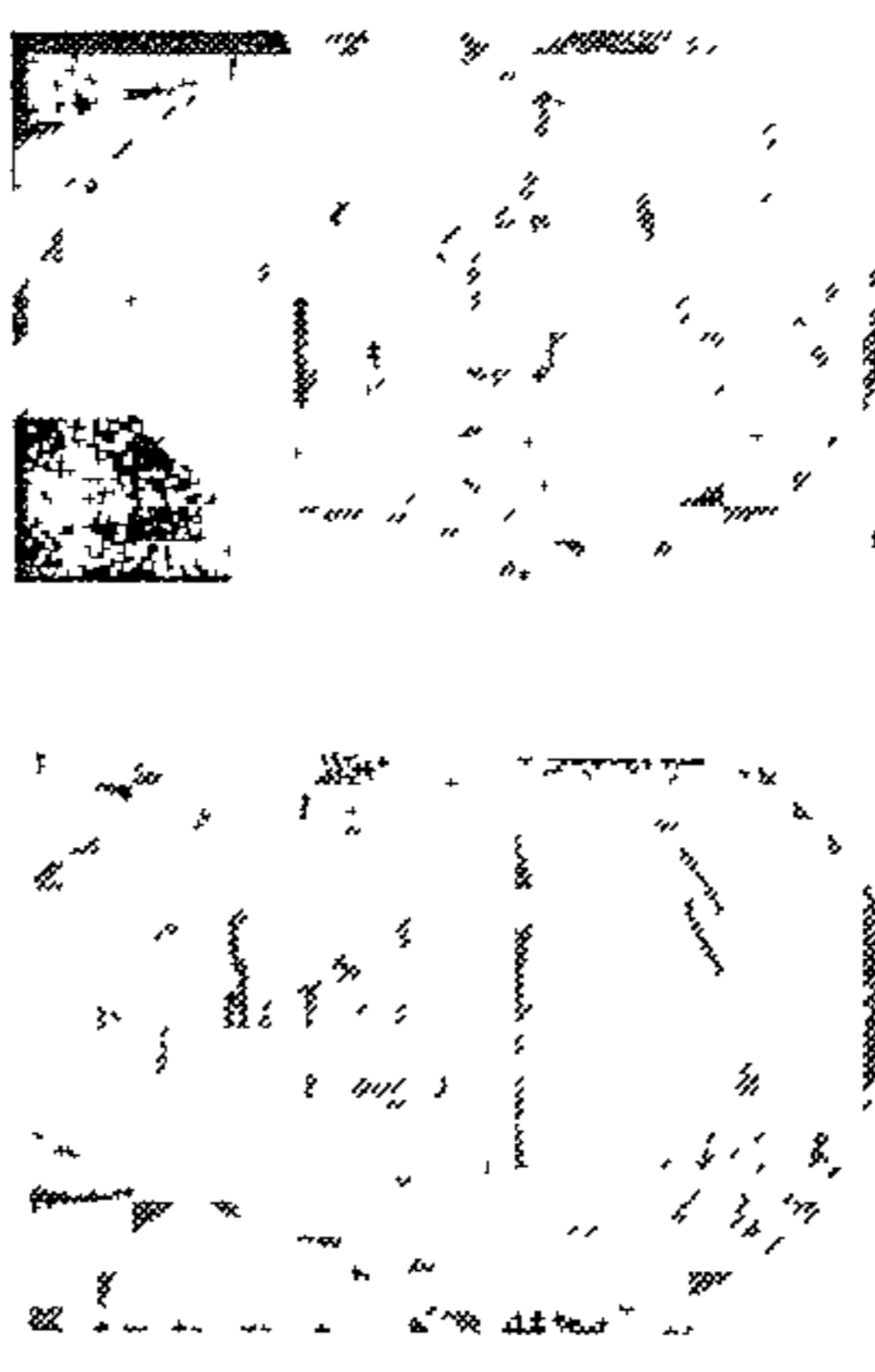
Dely says it has no objection to workers joining the parallel union which has approached it but says this is the only approach the company has received. Workers may join any union they wish, says a spokesman.



Tucsa's Grobbelaar . . . unions should co-operate with management

Unions war over black recruiting

A trade union war over the recruitment of black members is threatening to discredit South Africa's new labour dispensation. But the setbacks on the one side are being offset by a breakthrough for trade unionism at large, writes The Star's Labour Reporter, SIEGFRIED HANNIG.



Mr Andre Malherbe, president of the Trade Union Council of South Africa (Tuca).

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu).

South Africa's new labour dispensation is in danger of being discredited as "independent" black trade unions lose the race for black membership and recognition, some observers say. Barely 14 months since the granting of trade union rights to all black South Africans, the striking new labour scene is marked by:

- A vicious battle between parallel black unions (those established and often administered by white and coloured parent unions) and the rest of the black unions which call themselves "independent" unions
- Rapid membership growth among "parallel" unions, generally with co-operation from employers and often to the detriment of "independent" unions
- Claims that employer support for "parallel" unions amounts to interference in the workers' freedom of association
- A reluctance among "independent" unions to seek registration
- Some observers believe the situation has put a big question mark over the credibility of the new labour system
- Their concern is that "independent" black unions may be frozen out in the scramble to sign up black members
- What is being disputed is whether this is unhealthy and detrimental to the evolution of a free labour movement
- Mr Andre Malherbe, president of the multi-racial Trade Union

unions' efforts to organize blacks

- Many employers are granting the "parallel" unions facilities which have been denied to "independent" unions
- Many companies are assisting the new unions to organize workers — especially through personnel officers handling recruitment. In many cases workers were called together by management and told to join a certain union

Non-racial

This is unfair competition because employers are interfering in the freedom of association of their employees

- Only one registered union, the SA Boilemakers' Society, has consulted with "independent" unions on the advisability of forming a "parallel" union
- Most "parallel" unions will be prepared to accept certain management conditions which will weaken the entire labour movement
- Fosatu recently switched its negative stance on the registration of unregistered (black) unions. It agreed that its member unions should seek registration but on condition that they be registered as non-racial in membership and control
- Since the Govern-

Foreign

Mr Malherbe countered Fosatu's arguments as follows

- "Firstly I question the independence of some of the so-called independent unions, since many of them receive money from abroad," he said
- "It is the employers' prerogative to open their doors to particular trade unions
- "Naturally employers prefer unions which they regard as being free from foreign influence, such as "parallel" unions which do not rely on foreign money
- "Naturally employers prefer unions which have the backing of trade union leaders whom they know well, by personal experience and by reputation
- "Employers tend

Worker democracy in action — members of the "parallel" black National Union of Clothing Workers get their say at a recent general meeting open to all members and to the Press. Meetings such as this could separate true trade unions from "fronts" for non-worker interests



to prefer "parallel" unions because these have good records of co-operation. Many of the so-called independent unions have been involved in confrontations

- "Employers are opposed to a proliferation of trade unions and to racial polarisation. They know that 'parallel' unions will tend to combat both of these evils by merging with their parent unions when this is allowed
- "Employers want to deal with registered unions. They know that most 'parallel' unions will seek registration in spite of shortcomings such as the Government's opposition to fully mixed trade unions"

Potential

An American labour lawyer, Professor William B. Gould of Stanford University, provided some support for Fosatu's arguments on the post-Wiehahn situation

He pointed out that provisions exist in the United States and Britain for the withholding of recognition from "company unions"

after the most recent of his South African visits, he said a potential existed in South Africa for the rise of "paper unions" or "fronts" for other interests

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Yardstick

Professor Gould said he regarded a trade union's independence from employers, white trade unions and the Government as a fundamental prerequisite for freedom of association

"South Africa's new Industrial Court will have to decide whether independent, autonomous trade unions are the only unions that can use the statutory machinery, particularly registration," he said

To what extent the Industrial Court can curb the employers' freedom to exercise their preferences remains to be seen

Indeed, the initiative to form "parallel" unions stems from the recognition that strong trade unionism is an important safeguard against undercutting by employers

"There is reason to believe that the unionisation of blacks would be painfully slow if employers were not co-operating with "parallel" unions

Hence the opposition to "independent" unions has provided a breakthrough for trade unionism at large

Recruiting

But the Federation of South African Trade Unions (Fosatu) makes some serious allegations which are being echoed from within the consultative committee of Black Trade Unions in the Transvaal

Foreign

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- "Employers tend

NM 20/11/79

Black labour body takes off

Durban trade unions to go it alone

**African Affairs
Reporter**

A FEDERATION of Black trade unions was launched in Durban yesterday and the Trade Union Council of South Africa (Tucsa) and the Federation of South African Trade Unions (Fosatu) were invited to join it.

The new Federation of South African Black Labour Trade Unions was formed at a stormy meeting attended by officials from Tucsa. Their

immediate reaction was that they would report to their colleagues

Attend

Fosatu had been invited but did not attend

Last week Black trade unions in Durban decided not to join Tucsa and Fosatu

The decision was taken by representatives of more than 40 Black trade unions on the grounds that the Black workers formed the majority and that the

leadership of the trade unions should rest with them.

The new federation had been named after a similar organisation formed by Black workers in Johannesburg

Investigate

The newly-formed federation will investigate legislation regarding the registration of Black trade unions

Mr. E. Mthembu, president of the S.A Allied

Workers' Union regretted that Fosatu was not represented at the formation of the federation.

Mr. T. S. Khumalo, a Black trade unionist, pointed out that Fosatu had never joined forces with other trade unions.

Tucsa delegates took pains to explain that their organisation was multi-racial and had made representations to the Government to recognise Black trade unions.

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

However, in this context, what requires emphasis is that by using the major disease classification a certain amount of detail is lost. For example, despite the fact that the overall rates for diseases of the circulatory system are comparable for whites, Asians and 'coloureds', within this broad category the mortality rates for specific diseases vary markedly.

Table II provides the proportions of diseases for the whites, Asian Ischaemic Heart Disease is the Asian communities, Cerebrovascular Diseases in the 'coloureds'.

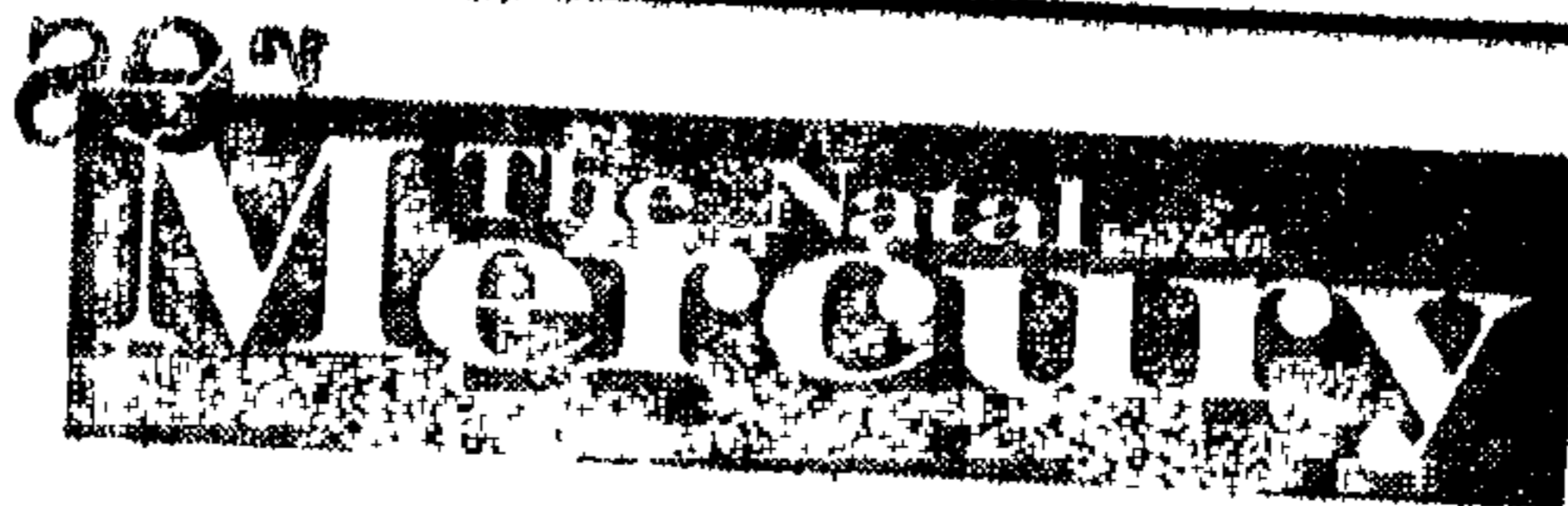
Similarly, if the Accidents, F in greater detail, motor vehicle mortality in whites, 'coloureds' and the white community is suicideicide. For Africans, the rate

The expectation for life at birth 'coloureds' is summarised in an expectation of life for urban large measure of migration.

of life for women in comparisons. However, what is of interest life for the three communities ratios are 1:0,91:0,76 for males of 45 these are 1:0,91:0,86 for The 'coloureds' are less diseased males and females, a difference infant mortality rate in the Asian females have the worst communities, which is in part at 0 and males at 0,45. The women have the highest mortality digestive, genito-urinary and contribute to this anaerobic

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively),



WEDNESDAY, NOVEMBER 28, 1979

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140 A

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LABOUR TAKES OFF

THE INAUGURATION on Saturday of the new Industrial Court will mark another important development in what promises to be a dynamic and possibly hectic era in the development of South Africa's industrial and labour relations during the 1980s.

The Industrial Court, with the National Manpower Commission, has a key role to play in phasing out racially discriminatory practices, as recommended in the reports of the Wiehahn and Riekert commissions. The president of the new court is none other than Professor Nic Wiehahn, who saw some of his recommendations watered down but is now well placed to give effect to the spirit of his widely praised report, the final stage of which is due to be released soon.

"The court," says Professor Wiehahn, "will play a significant role in the development of fair labour practices which will rapidly have to develop into a labour code."

Professor Wiehahn's appointment is a good omen, as is the announcement by the Minister of Manpower Utilisation, Mr. Fanie Botha, that the protection the court will give to workers is one of the reasons for the scrapping this week of three job reservation determinations in the motor industry.

The court is also likely to have to decide which unions qualify for registration. And this brings us to the more hectic side of the story, down in the newly liberalised atmosphere of the shop floor where dozens of unions and associations are already engaged in a scramble to recruit members.

The Government's reversal of its previous decision to deny trade-union rights to workers from the Black homelands has greatly increased the numbers eligible to join registered or registerable unions. But restrictions on the right of free association severely inhibit the formation of non-racial unions, and this is leading to a disturbing Black/White polarisation.

In Durban more than 40 Black unions have decided not to affiliate with the Trade Union Council of S.A. (Tucsa) or the Federation of S.A. Trade Unions (Fosatu) on the grounds that leadership should rest with the Black majority, and have formed their own federation.

This sort of apartheid in reverse is not only contrary to the spirit of trade unionism but it also leaves the door open for militants to further political aspirations through the trade unions. The Government should be doing all it can to prevent polarisation of the work force.

Union uproar at brewery plans to lay off workers

By Sieg Hannig,
Labour Reporter

Trade unionists were in an uproar today as news was leaked of retrenchments arising from the newly created South African Breweries monopoly in the beer industry.

Mr Laurie van der Watt, head of SAB's beer division, declined to comment on a report that at least 200 whites and an unknown number of other workers were to be laid off.

He said a Press conference was being arranged for this afternoon because "every person in the country has been on to me."

It is understood that the SAB management met East Rand staff of Intercontinental Breweries yesterday and people were "given the golden handshake."

More such talks were expected to take place elsewhere today.

Mr Ted Frazer of the Brewery Employees' Union (Cape Peninsula) said he had heard three people had been laid off

by Intercontinental Breweries in the Cape.

Mr Frazer saw retrenchments as an inevitable consequence of the merger of the two groups.

"We deplore any move which increases unemployment and imposes hardship on workers," he said.

Mr Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa, said if retrenchments were to benefit the consumer there might be justification in it.

"But by all accounts no benefits will accrue to

consumers," he said. "The Government doesn't seem to have acted in terms of the Monopolistic Conditions Act."

Senator Anna Scheepers, another well-known labour leader, said: "South Africa's anti-monopoly legislation seems to serve no purpose."

An SAB statement on the merger said "SAB prides itself on the fair treatment of staff and if rationalisation should result in redundancies, everything possible will be done to treat such cases in a responsible and fair way."

135/136

22/1/79
33/1/79

2 unions

apply for

'mixed'

status

~~USA~~

135

~~134~~

Argus

4/12/79

Argus. Correspondent

DURBAN. — The predominantly coloured and Indian Motor Industries Combined Workers' Union (Micwu) has applied to the Government to become a mixed union.

Mr Ekkie Esau, Natal secretary of the union, said an application for mixed status was made to the Minister of Manpower Utilisation, Mr S P Botha, on November 2

At the same time, he said, an application had been made for the registration of its parallel union for African workers, Motor Industries Workers Union of South Africa (Miwusa)

He said that if they were allowed mixed union status African workers would be encouraged to join his union

NEGOTIATION

'However, we are now making every effort to recruit members for our parallel union because as a registered union we will be able to negotiate wages and conditions with the employers,' Mr Esau said

Mr Esau, who with three other Natal executive members of the Trade Union Council of

South Africa (Tucsa) attended last Sunday's meeting where the Federation of South African Black Labour Trade Unions was formed, has criticised the new organisation's policy to restrict leadership positions to blacks only

He said that as a black person himself he did not believe racialism in-reverse should be practised

BATTLE AHEAD

'I believe we have a big battle ahead to fight for the rights of the black person and that practising racialism-in-reverse will not get us anywhere

'I want the best man for the job and if the man is capable I will vote for him irrespective of his race,' he said

He voiced similar views to those expressed by Mr Alec Frwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu) that the new black organisation did not have 40 unions it had claimed

Skills the key for coloured-unions

179
135
Argus
5/12/79

POVERTY and exploitation, generated by a lack of skills and job opportunities, form the major social problems in the coloured community, according to the secretary of the Motor Industry Combined Workers Union, Mr Ronnie Webb.

Mr Webb was speaking at the merit awards ceremony at the Training Centre for artisans in Bellville, where 53 artisans received diplomas.

A SHORTAGE

He said that in spite of serious unemployment, industry suffered a grave

shortage of skilled workers. It was obvious that for sound economic growth the entire potential skilled work force be utilised.

He said there was a great shortage of training facilities for coloured artisans, and he called on the authorities to establish training centres in Johannesburg.

MAIN ISSUES

To achieve economic growth it was essential that education and training, which were fundamental to the better

utilisation of manpower resources, be identified as the main issues deserving attention.

He said a high rate of economic growth was the key to full employment, job security, higher living standards for all, and a solution to social inequality.

Starvation wages are still paid in Babelegi

paid in Babelegi

A KNITTING factory in Babelegi, BophuthaTswana, pays some of its workers R6.00 a week, which dwindles down to R3.50 after deductions.

The factory is the St John Knitwear (Pty) Ltd.

POST can reveal these shock wages almost a year after our original probe into slave wages in the Babelegi area.

We publish today the pay slips of two women employees of the company. One woman earned R6,00 on November 18 for 45 hours work. After deductions it went down to R3,50 nett pay. The other earned R7,00 gross and it went down to R5,62.

The pay slip of another woman shows gross of R13,50 for 45 hours work.

ANGRY

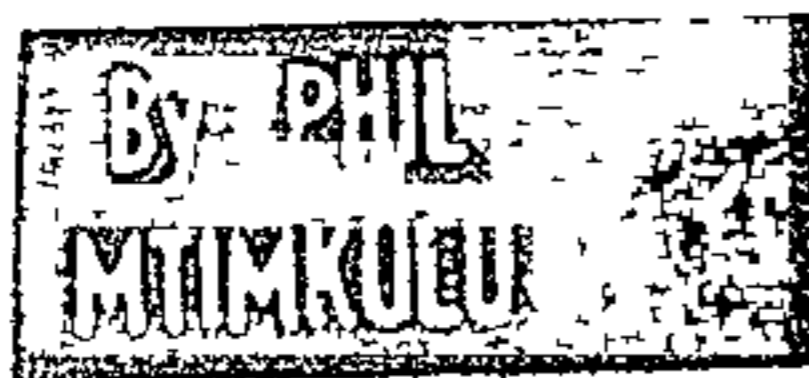
When POST telephoned the factory, a Mr Viljoen, who said he was managing the knitting section, angrily demanded to know what type of work the women were doing.

He said all the people in the knitting section do not earn less than R15,40 a week. He then slammed the phone down.

Ms Sarah Chitja, a senior official of the National Union of Clothing Workers and of the Knitted-Fabric Union, said her union does not cover Babelegi yet.

Their efforts to cover knitting workers in Babelegi have been frustrated, she said.

"But we have not given up yet," she said.



She said that the Industrial Conciliation agreement in the industry covers all workers including even watchmen.

"After our registration we will try to see the President of BophuthaTswana, Chief Lucas Mangope. We want to put our case to him. He will be happy if a ruling is made that the workers should be allowed to belong to trade unions for the purpose of collective bargaining and protection against unfair dismissal," Ms Chitja said.

ARREST

In January POST exposed slave wages in Babelegi. The expose led to the arrest of POST staffers, Thami Mkhwanazi, Thomas Khosa and Walter Nkosi.

After the series of articles on the slave wages in Babelegi, the BophuthaTswana Ministry of Internal Affairs promised to launch an inquiry into the wage structure at the Babelegi industrial area. Up to now nothing has been heard about the inquiry and factories do not seem to have improved the wages of their workers.

EARNING DETAILS			HOURS	AMOUNT	EARNING DETAILS			HOURS	AMOUNT		
NORMAL			45,00'	7,00'	NORMAL			45,00'	6,00'		
SICK					SICK						
NIGHTSHIFT ALLOWANCE					NIGHTSHIFT ALLOWANCE						
OVERTIME 1			2,25	0,67	OVERTIME 1						
OVERTIME 2											
OVERTIME 3											
OTHER TAXABLE EARNINGS				AMOUNT		OTHER TAXABLE EARNINGS				AMOUNT	
1 PRODUCTION BONUS						1 PRODUCTION BONUS					
2 HOLIDAY PAY						2 HOLIDAY PAY					
3 HOLIDAY BONUS						3 HOLIDAY BONUS					
4 ANNUAL BONUS						4 ANNUAL BONUS					
5 HANDOUT BONUS						5 HANDOUT BONUS					
6 ATTENDANCE BONUS						6 ATTENDANCE BONUS					
NON TAXABLE ALLOWANCES				AMOUNT		NON TAXABLE ALLOWANCES				AMOUNT	
1 FIXED ALLOWANCE 1				0,50'		1 FIXED ALLOWANCE 1				0,50'	
2 FIXED ALLOWANCE 2						2 FIXED ALLOWANCE 2					
3 FIXED ALLOWANCE 3						3 FIXED ALLOWANCE 3					
GROSS EARNINGS				7,97'		GROSS EARNINGS				6,50'	
DEDUCTIONS				AMOUNT		DEDUCTIONS				AMOUNT	
1 PENSION 1						1 PENSION 1					
2 U I F						2 U I F					
3 PROVIDENT FUND				0,35'		3 PROVIDENT FUND				0,30'	
4 MEDICAL AID						4 MEDICAL AID					
5 SICK FUND						5 SICK FUND					
6 TRAINING FUND						6 TRAINING FUND					
7 COUNCIL				1,50'		7 COUNCIL				1,90'	
8 SLACK PAY						8 SLACK PAY					
9 UNION						9 UNION					
10 SAVINGS						10 SAVINGS					
11 ATTENDANCE BONUS				0,50'		11 ATTENDANCE BONUS				0,50'	
12 PETTY CASH						12 PETTY CASH				0,30'	
13 STOP ORDERS						13 STOP ORDERS					
14 LOANS						14 LOANS					
15 GARN ORDERS						15 GARN ORDERS					
16 P A Y E /BANTU TAX						16 P A Y E /BANTU TAX					
TOTAL DEDUCTIONS				2,35'		TOTAL DEDUCTIONS				3,00'	
NET PAY CASH				5,62'		NET PAY CASH				3,50'	

Weekly wages of R7 and R6 are still being paid in Babelegi in spite of an expose by POST about the slave wages being paid in Babelegi early this year.

Opposition to Tucsa move in Cape docks

RDM 8/12/79

(1) 135
(2) 135
(3) 152

By RIAAN DE VILLIERS
Labour Correspondent

A NEW row has broken out between an independent black trade union and the Trade Union Council of South Africa (Tucsa) — this time over the unionisation of black stevedores in Cape Town harbour

Spokesmen for the Western Province General Workers' Union (WPGWU) yesterday reacted sharply to an announcement by Mr Louis Petersen, Western Province area division secretary of Tucsa, that he intended forming a union for black dockworkers

The row comes in the wake of conflict among employers of stevedores over whether to negotiate with the WPGWU, which claims to represent the majority of stevedores in Cape Town

Mr Petersen said yesterday he had been approached by

dockworkers who had requested that he organise them in a "proper registered trade union"

"They obviously want somebody responsible to organise them," he said

He added he had approached the Stevedoring Association — which had no objections providing it was a responsible organisation — and intended addressing dockworkers next week with a view to forming a new union for them

A spokesman for the WPGWU said yesterday his union had a membership of 400 out of 600 stevedores in the harbour, and had held meetings attended by an average of 350 stevedores every weekend for the past seven months

"We believe it is precisely our strong support coupled with the intense dissatisfaction of

the workers and the stubbornness of the Cape Town Stevedoring Association which has led to Mr Petersen's current adventure

"We are confident he will not succeed"

Mr Petersen's intervention seemed part of a "misguided attempt" on the part of the association to take control of the organised strength of the stevedores

The support of the association contrasted markedly with its attitude towards the WPGWU

The spokesman added "Past experience in conflicts with Tucsa unions have shown that when a democratically controlled workers' union is contrasted with a management-backed union in this way, our efforts tend to be strengthened rather than weakened"

Registered union and Fosatu concur

Labour Reporter

A PROMINENT registered (white and coloured) trade union has agreed to informal co-operation with black engineering unions affiliated to the Federation of South African Trade Unions (Fosatu)

In exchange for this co-operation Fosatu has agreed not to oppose the formation of a "parallel" black trade union by the registered union, the SA Boilermakers' Society

Relations between Fosatu and most registered unions have been poor recently Fosatu has complained that registered unions are forming "parallel" unions for blacks in an attempt to "control" black workers and put Fosatu out of business

Mr Ike van der Watt, general secretary of the Boilermakers Society, said Fosatu had agreed not to oppose his new union, if it only recruits black workers in skilled jobs.

"They said they would prefer us to organise a non-racial union but accept that we will have to form a parallel union if we do not get permission to go non-racial

A Fosatu source confirmed it had accepted these terms "although we still have grave reservations about parallel unions"

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DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Transvaal Radio, Television Electronic and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Transvaal Radio, Television, Electronic and Allied Workers' Union

Date on which application was lodged — 9 November 1979

Interests and area in respect of which application is made — Black persons who are employees for the purposes of the Act and who are employed in the Radio, Television, Electronic and Allied Industry

"Radio, Television, Electronic and Allied Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which the employers and employees are associated for the manufacture or assembly either in whole or in part, of all types of radio receivers and transmitters, television transmitters and receivers, public address systems, amplifiers, telephones, electronic equipment and lamps and for allied operations and for the manufacture of component parts for the articles mentioned above, including packing, despatching, and other operations incidental to or consequent on any of the aforesaid activities and further includes the manufacture of any articles consisting wholly of metal by such employers, if such articles are manufactured in conjunction with the said activities and on the same premises on which the said activities take place in the Province of the Transvaal.

For the purpose of this definition, the expression "lamps" shall mean the manufacture or assembly of any incandescent lamps, hot and/or cold cathode fluorescent lighting or neon signs.

Postal address of applicant — Trades Hall East, 90 Anderson Street, Johannesburg, 2001

Office address of applicant — Trades Hall East, 90 Anderson Street, Johannesburg

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Transvaal Radio, Television, Electronic and Allied Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Transvaal Radio, Television, Electronic and Allied Workers' Union

Datum waarop aansoek ingedien is — 9 November 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die doeleindes van die Wet werknemers is en in die radio-, televisie-, elektroniese en aanverwante nywerhede in diens is.

"Radio-, Televisie-, Elektroniese en Aanverwante Nywerhede" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging of montering, of in hul geheel of gedeeltelik, van alle soorte radio-ontvangers en -senders, televisieontvangers en -senders, luidsprekerstelsels, versterkers, telefone, elektroniese uitrusting en lampe en vir aanverwante werksaamhede en vir die vervaardiging van onderdele van bogenoemde artikels, met inbegrip van verpakking, versending en ander werksaamhede wat gepaard gaan met of voortvloei uit voornoemde bedrywighede, en sluit verder in die vervaardiging van artikels wat geheel en al uit metaal bestaan deur sulke werkgewers indien sulke artikels in verband met en op dieselfde persele as voornoemde aktiwiteite vervaardig word in die provinsie Transvaal.

By die toepassing van hierdie woordskrywing beteken die term "lampe" die vervaardiging en montering van alle gloeilampe, gloei- en/of kouekatodefluoresensieverligting of neontekens.

Posadres van applikant — Trades Hall East, Andersonstraat 90, Johannesburg, 2001

Kantooradres van applikant — Trades Hall East, Andersonstraat 90, Johannesburg

6776
SS
6/12/79

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar.

(14 December 1979)

Aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrator.

(14 Desember 1979)

indomitable It took 26 years of struggle before the Nationalist government in the person of Manpower Utilisation Minister Fanie Botha recently proclaimed that trade union rights will be extended to all SA citizens and those from territories which previously formed part of SA Says Mvubelo "I'm satisfied because after many years we have got what we asked for"

She is neither bitter nor aggressive, not even after statements like the one made by Minister Ben Schoeman back in 1953 "I shall bleed all African trade unions to death"

Mvubelo's trade union involvement dates back to 1942 As a machinist in the garment industry she earned R2.25 a week.

A dispute with employer management caused a factory lock-out of workers Mvubelo was initiated into the trade union movement "That's when I started to realise that with a union you fight an issue



Mvubelo . . . we want to negotiate a better deal for blacks

together. The essence is to organise all workers into one big movement to speak with one strong voice when they make demands"

Having been instrumental in achieving the recognition breakthrough she has no thought of giving up yet "We want to negotiate with the authorities to get a better deal for blacks as far as oppressive laws are concerned"

She has never accepted the homelands policy "We want the same documents as whites - the Book of Life I hate carrying a reference book It makes me feel as if I'm very small in this country" She wants a franchise vote system "We want to participate in the parliament in SA The way things are moving I think we will see

big changes in the next three to five years"

Violence she abhors "I'm against the black consciousness movement They're only interested in blacks This country is for all of us I'm talking to so many organisations and universities about what is happening in SA If we don't finalise things amicably to suit everybody something very drastic will happen"

Her credo is dialogue "To save us all from destruction the only thing is to talk as Christians and to come to an agreement" On a recent month-long lecture tour in the US she preached against disinvestment That is not the answer, she says

Despite the frenzied campaigning she retains the warm comfortable presence of the traditional black earth mother The generous, well-upholstered frame behind the desk exudes reassurance, sympathy, warmth A haven from the storm to turn to when one is tired, poor, needy, trampled down The broad smile in the wrinkle-free face beams most of the time It's not difficult to imagine the comfort given by that ample bosom and wide arms when cuddling a frightened child

Not surprisingly people seek her out at all times The phone rings incessantly "I'm always committed," she says She wants to spread the trade union message "People have a sense of belonging to this wonderful thing, a trade union I wish people would stop calling us stooges, sell-outs to the government. Everyone can see what we're achieving for workers They can come and inspect our books, see the benefits we have achieved" These include bursaries, projects, creches for children of working mothers, a provident fund "If workers feel they really have something they're working for, they get involved"

NO.	519	359	170	113	942	785	1143	1075
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67

NO.	276	303	1,80	1,16	1,61	2,44	1,91	0,75
0-1	0,02	0,03	0,17	0,08	0,10	0,21	0,78	0,29
1-4	0,01	0,01	0,01	0,01	0,00	0,00	0,07	0,10
5-24	0,02	0,01	0,01	0,01	0,03	0,01	0,04	0,03
25-44	0,02	0,05	0,09	0,10	0,39	0,10	0,41	0,19
45-64	0,23	0,19	0,42	0,72	1,60	0,72	1,31	0,67
65+	1,25	1,09	1,60	2,44	1,60	2,44	1,91	0,75
ALL	0,13	0,15	0,92	0,42	1,60	2,44	1,91	0,75

	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64	0,92	0,42	1,60	0,72	1,31	0,67	0,80	0,68
65+	1,80	1,16	1,61	2,44	1,91	0,75	1,44	0,91

Financial Mail December 1 1979

M	0,04	0,06	0,02	0,04	0,03	0,02	0,06	0,08
F	0,02	0,04	0,03	0,02	0,06	0,08	0,073	0,56
M	0,10	0,08	0,34	0,25	0,73	0,56	0,10	0,08
F	0,10	0,08	0,34	0,25	0,73	0,56	0,10	0,08
NO.	203	130	13	329	0,25	0,20	1,44	0,91

M. 14/12/79
LUCY MVUBELO
earth mother
 General Secretary of the National Union of Clothing Workers, Star Woman of the Year, the only black woman appointed an executive member of the National Manpower Commission - all that and much more is 59-year-old Lucy Mvubelo She has more commitments than she could ever handle but no one in need is turned away The word that best sums her up is

IX
 90
 DISEASES OF THE DIGESTIVE SYSTEM

RDW 15/12/79 (135)

Tucsa overtures to dock workers

By STEVEN FRIEDMAN
Labour Reporter

THE Trade Union Council of South Africa has invited stevedores at Cape Town docks to a meeting today to discuss the formation of a dock workers union

Most stevedores are already members of the Western Province General Workers Union, a non-racial, unregistered union which yesterday described the move as "an attempt to sabotage a majority union"

The union also alleged that stevedoring management has been encouraging workers to join the proposed Tucsa union and resign from the WPGWU. Management denies this.

Stevedores at Table Bay docks walked off work on Tuesday in protest at management's apparent refusal to allow them to elect a committee under the auspices of the WPGWU. They returned on Wednesday after management had agreed to meet this committee.

A meeting of stevedores to discuss a proposed constitution for the committee has been arranged by the WPGWU for 9am today. But Tucsa has issued a pamphlet inviting them

to a meeting at the same time. The WPGWU argues that the fact that the Tucsa meeting is at the same time as its own means Mr Louis Petersen, a Tucsa vice-president, is determined to organise his union in direct opposition to the WPGWU.

The union says it has received reports that Mr Ron Field, general manager of the Cape Town Stevedores Association, advised workers to join Mr Petersen's proposed union at a meeting yesterday morning. He is reported to have told workers that management would only give WPGWU limited recognition, as it was not a registered union.

Some stevedores said management was also handing out pamphlets to workers advertising Mr Petersen's meeting.

Captain Brian Greenwood, chairman of the SA Stevedoring Council, denied the allegations.

Captain Greenwood referred the Rand Daily Mail to a statement issued by his council this week undertaking to remain neutral in inter-union disputes.

Mr Petersen was unavailable yesterday, despite repeated attempts to contact him.

...decided to affirm...
...held on Saturday...
...length a two...
...workers' committee...
...such a move would imply...
...ognition of the union...
...week, the SA...
...cell, which represents...
...the only...
...submitted the dem...
...the VPCWU...
...deal with the...
...line...
...according to the VPCWU statement

[Extremely faint and illegible text covering the majority of the page, likely bleed-through from the reverse side or a very low-quality scan.]

NDM 24/12/77

Union 'without members registers

By STEVEN FRIEDMAN
Labour Reporter

A CONTROVERSY has been sparked off in trade union circles by a registration application submitted to the Department of Manpower Utilisation by a "parallel" black trade union.

The application has been submitted by the Transvaal Radio, Television, Electronic and Allied Workers' Union, whose general secretary is a veteran of the Trade Union Council of South Africa (Tucsa), Mr Steve Scheepers.

It is the third black trade union to make public its application for registration. The other two are also "parallel" unions with close links with Tucsa-affiliated unions.

The application is certain to evoke an official objection from Mr Ben Nicholson, general secretary of the SA Electrical Workers' Association, who is organising a parallel union for electrical workers which will shortly apply for registration.

Mr Nicholson said yesterday "This application is a lot of hogwash. This union has no members as far as I am aware and major employers also say they have not heard of it. I don't even understand how the application got as far as being published in the Government Gazette."

The electronics union was also mentioned recently in a document prepared by the Federation of SA Trade Unions (Fosatu). The document complained that the union was attempting to organise workers in a factory in which a Fosatu-affiliated union was already active. It claimed management at the firm had allowed parallel union officials to address workers.

Black unions were allowed to register for the first time on October 1, but many unions have been reluctant to register.

Mr Scheepers was not available for comment yesterday as he is ill.

Black power is Labour threat

Resistance to labour reform is opening
the door to political activism,
says Mr Arthur Grobbelaar in an
interview with labour reporter
SIEGFRIED HANNIG.

Black power — consumer power and political power — is asserting itself on the labour scene, says Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

“And, increasingly, financial support for strikers is being mobilised from sources outside the workplace and outside South Africa,” he said.

“This threatens labour relations as the sole preserve of employers and trade unions

“If employers want to conduct labour relations in the conventional manner, they must counter outside intervention with a full commitment to sound industrial relations.

“The power of trade unionism must be given full rein if political activists are to be kept out of labour affairs.

“And racial discrimination must be removed from the workplace together with all the other malpractices which trouble relations between workers and employers”

Mr Grobbelaar used two recent labour disputes to make his point.

The Fattis and Monis

strike, he said, manifested black consumer power by means of a boycott which forced the employer to come to terms with a trade union

The Ford strike manifested black power in a political sense. It was led by the Port Elizabeth Black Civic Organisation and had the open support of black consciousness leaders such as Dr Nthato Motlana of the Soweto Civic Association and Mr Curtis Nkondo of the Azanian People's Organisation

Mr Grobbelaar noted that the South African Council of Churches had played a significant role in both disputes. It offered to help settle the continuing Ford dispute. And it actually achieved a settlement through mediation in the Fattis and Monis dispute.

He said financial support for strikers, from outside sources, was apparent in the Fattis and Monis strike which lasted six months.

Financial support also had been promised to the Ford strikers by unknown sources

This was in addition to a large sum which foreign labour organisations were reported to have sent to a striking South African trade union a year ago.

Mr Arthur Grobbelaar

“Non-trade union assistance for strikers represents a complete departure from the conventional forces in the labour field,” Mr Grobbelaar said.

“It can distort the whole concept of labour relations as being the preserve of employers and trade unions.”

He found the solution to such distortion in the Ford dispute where the outside forces apparently clashed with a black trade union which was fully recognised by Ford.

“The Ford dispute shows that outside intervention can be resisted if an employer allows the development of trade unionism and strives for the removal of racial discrimination

“South Africa's labour reforms have come in the nick of time

“Ironically, those who are fighting the reforms are opening the doors to activists who have no business in labour affairs,” Mr Grobbelaar said.

26/12/79

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IT'S LABOUR PEACE OR ELSE SAYS TUCSA BOSS

S. Tribune 30/12/79

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IF PRESENT attitudes of enforced polarisation in labour matters persist, an explosive situation is certain to develop in the 80s, according to Andre Malherbe, president of Tuca.

"If on the other hand," he says "the Government takes cognizance of what is being requested by all sectors that there should be a total freedom of association in all labour matters, then South Africa has the potential to become one of the major economic forces in the world."

Malherbe is emphatic that the non-acceptance of key recommendations of the Wiehahn and Riekert commission reports is already causing a certain amount of turbulence and friction. He looks at labour as a total concept — irrespective of the mining, industrial or commercial sectors, manual labour or top management: The foundation stone of economic progress is labour peace.

He stresses the reserves South Africa has of minerals, food, space and trainable labour. "Given the political climate for co-operating, we can only go one way, and I'm optimistic"

On the subject of black/white relations on the labour front in the 80s Malherbe is also optimistic. "There's still a large element that see a danger in the progress

of the blacks. I accept that they have fears, but I feel strongly that those fears are unjustified

"If you project into the future and work out just how many generations the white has over the black in know-how, then this head-start should allay any fears.

"Put it another way — if your labour force is on a ladder, for the man at the bottom to move up one step, the next man has to move up one step first — the whole ladder has to progress evenly.

"Of course that's under conditions of labour peace. If you have unrest, someone, at least has to fall off.

Where are the gaps in management?

Malherbe sees a crying need in middle management, but no problems at the top. But looking at labour as a whole, the real need is in the training of technicians, "and that," he adds, "is where we come back to the problem of his enforced polarisation."

Malherbe sees no need for segregated facilities.

"They just double some overheads. Canteens at Barclays and the Standard Banks have been integrated for ages, so is Edgar Dales."

After all, those workers with things in common will sit together. The French will segregate themselves from the Portuguese, the Xhosas

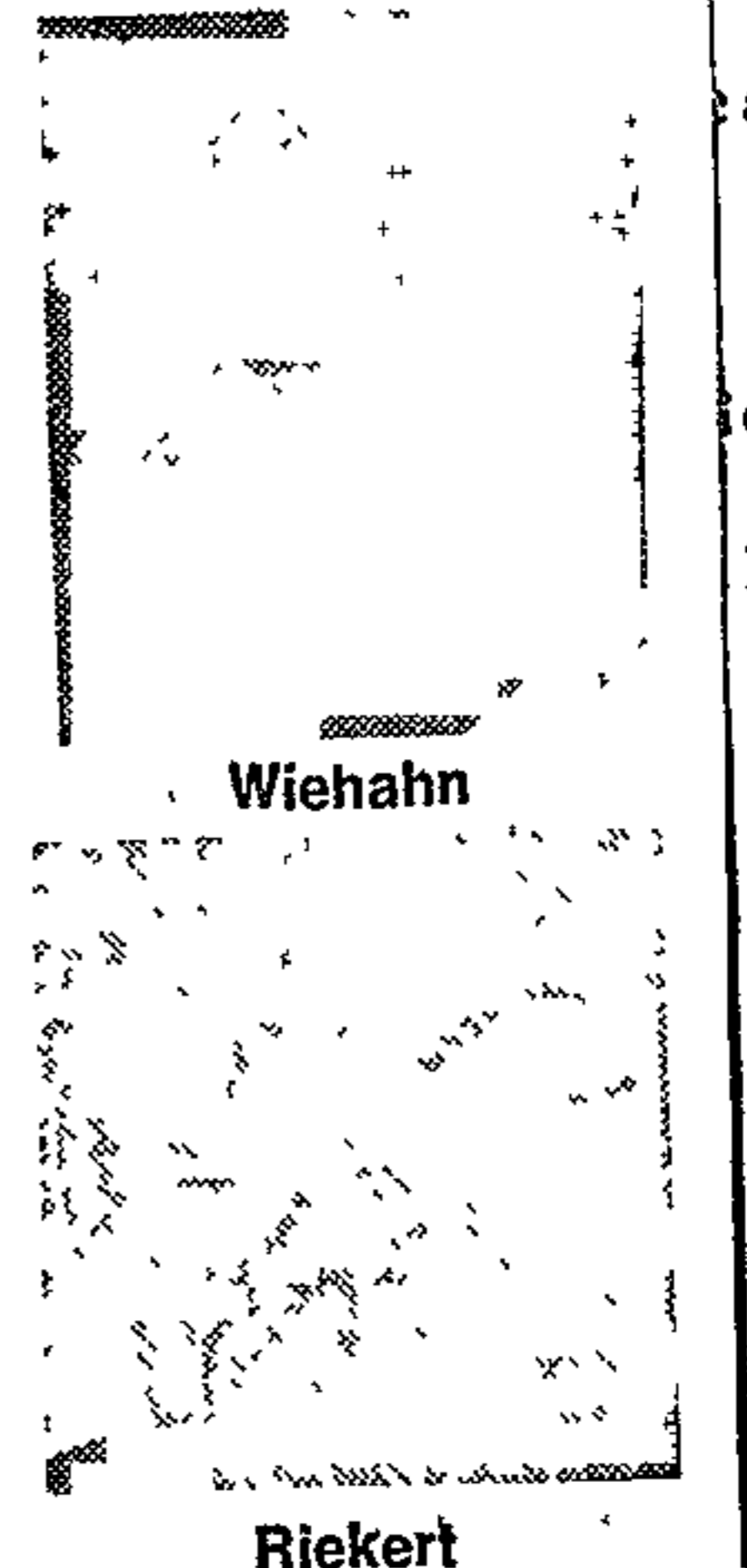
from the Zulus, the blacks from the whites

"Change in this country over the last 15 years has been mind-boggling. Just think back 10 years, when black bank tellers were the exception rather than the rule — now they're commonplace. If that is an indication of the rate of change, and assuming the momentum is maintained, it is easy to imagine the type of society we will have in 1985. "But I must stress that our colour situation will not be peaceful, in fact, near explosive, unless the Government takes another look at its decisions regarding the Wiehahn and Riekert commissions"

Malherbe is not overly concerned about the international front. "There is more stability in SWA and Rhodesia — attitudes are hardening. Take Lord Carrington's handling of the Patriotic Front. You can relate this to public attitudes — before Vietnam, the American public were happy to take on anyone at war. And then the war came.

"Similarly the oil crisis has taken some of the impetus out of the human rights movement, and the aggression is being directed towards the Arabs

"I would like to think of a fair, non-polarised, fully utilised labour force in the 80s, but the implementation of the measures to attain that goal is not in my hands"



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TABLE 17

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.5%	135 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	150 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	240 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%

Black transport workers get union status

By Sieg Hanning
Labour Reporter

The 2000-strong African Transport Workers Union today became the first black trade union to be registered in terms of the Industrial Conciliation Act.

The registration gives the black union all the rights and privileges previously reserved for white, coloured and Indian unions.

Above all this means the right to negotiate agreements which can be made binding through publication in the Government Gazette.

The next hurdle, admission to industrial councils, has been partly crossed.

NO OBJECTION

Neither the white and coloured unions nor the employers have any objections to the African Transport Workers' Union joining the Industrial Council for the Motor Transport Undertaking (Goods) — the negotiating body for the industry in which most of the union's members work.

This was announced by Mr. Gerrit van der Walt, general secretary of the black union.

He said the question of joining the industrial council for the Johannesburg Municipality still had to be investigated.

Mr van der Walt expected tremendous growth in membership partly because the union intended to spread its operation throughout South Africa.

'Now that we are registered there is nothing to stop us,' he said.

'Employers who used to shut their doors to us cannot describe us as illegal any longer.'

The Industrial Registrar, Mr Nico Hitchcock, said a total of 11 black unions had applied for registration so far.

About 17 other unions had sought registration in some multiracial form or other.

Mr Hitchcock said it might take a little time for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law.

exhaust gas" is a code used in South
Ref. 13.

804 100%	3114 100%	3140 100%	2390 100%	1921 100%
28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
104 100%	2175 100%	652 100%	1868 100%	324 100%

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WILSON USE THE... (UPH REVISION)

JOHANNESBURG, THURSDAY, JANUARY 24, 1930.

By STEVEN PHIPPSMAN
Labour Reporter

Black Union Granted Registration

A BLACK trade union was yesterday granted registration by the Government — the first black union to be registered in South African labour history.

It is the African Transport Workers Union (ATWU), a parallel black union affiliated to the Trade Union Council of South Africa (Thusa).

Parallel unions are black unions which have close ties with non-black registered unions.

Registration allows a union to sit on industrial councils, where legally binding minimum wages

are determined and also gives a union legally recognised bargaining rights.

It also imposes on a union certain controls and this has made many black unions reluctant to register.

All parallel unions, however, have now decided to apply for registration.

The Industrial Registrar, Mr Nic Hitchcock, said yesterday: If black unions had applied for registration and another had applied for racially mixed status. Although the transport

union had not been the first to apply for registration, its application had been granted first because its constitution is almost identical to that of the registered white union and thus complied almost exactly with the Industrial Conciliator Act.

Other unions' applications were still being processed — either because their constitutions did not comply with the Act or because rival unions had objected to the application, Mr Hitchcock said.

He added that the union's registration would not entitle it to representation in all areas, but applies to certain areas only. The union has been granted full registration rather than the pro forma registration introduced after the Wheatley Commission report on industrial relations. He said he could not say when the other applications would be finally processed. Some of the applications for mixed status had been forwarded to the Minister of

Labour or Unemployment, who can accept or reject them, he said. While black unions have never been legal, only a small number of black workers were allowed to be members of registered trade unions until 1928, when black membership of registered unions was barred altogether.

Last year, however, the Government agreed to register Disca, a union and ATWU is the first black union to be affected by this decision. The union was the subject of controversy last year when some members held a meeting to oust the white general secretary, Mr Gert van der Walt, complaining that he was not responsive to the needs of the union's members. Mr Van der Walt claimed the meeting was unconstitutional and reacted to the allegations by suing the union's president, Mr Joseph Mavi for R50 000. The case register

is still pending. Mr Van der Walt told Sapa yesterday he was "pleased" with the decision to register the union.

Unions affiliated to the Federation of SA Trade Unions have decided to register but have set their own terms for registration.

The Consultative Committee of Black Trade Unions has not yet decided on registration and Cape black unions say they will not register.

Black union registered

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24/1/20
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THE 2 000-strong African Transport Workers' Union yesterday became the first black trade union to be registered in terms of the Industrial Conciliation Act.

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POST Correspondent

employers have any objections to the African Transport Workers Union joining the Industrial Council for the Motor Transport Undertaking (goods) — the negotiating body for the industry in which most of the industry in which most of the union members work.

This was announced by Mr Gert van der Walt, general secretary of the black union.

He said the question of joining the Industrial Council for the Johannesburg municipality still had to be investigated.

Mr van der Walt expected tremendous growth in membership, partly because the union intended to spread its operation throughout South Africa.

Now that we are registered, there is nothing to stop us, he said.

Employers who used to shut their doors to us can

not describe us as 'illegal' any longer.

The Industrial Registrar, Mr Nico Hitchcock, said a total of 11 black unions had applied for registration so far.

About 17 other unions had sought registration in some multiracial form or other.

Mr Hitchcock said it might take a little time for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law.

'Party of white workers a threat'

BY GERALD REILLY
Pretoria Bureau

THE formation of a white racist workers party now could do great harm to South Africa, according to Professor Lawrence Schlemmer, head of the Department of Applied Social Science at the University of Natal.

He was reacting to a statement by the head of the Political Science Department at the University of SA, Professor Willem Kleynhans, who told the SA Confederation of Labour Congress in Pretoria this week that if the feeling of powerlessness and frustration among Nationalist Party-orientated workers continued they might be forced, among other moves, to start their own white workers party.

Professor Schlemmer said SA was going through a period of readjustment, and whites should realise they could no longer hope to defend their interests as whites alone.

"While I see the very real need for trade unions to seek to influence political events and processes, I believe that a party set up to advance the interests of white workers only could be a source of great potential conflict."

It would be harmful to SA's

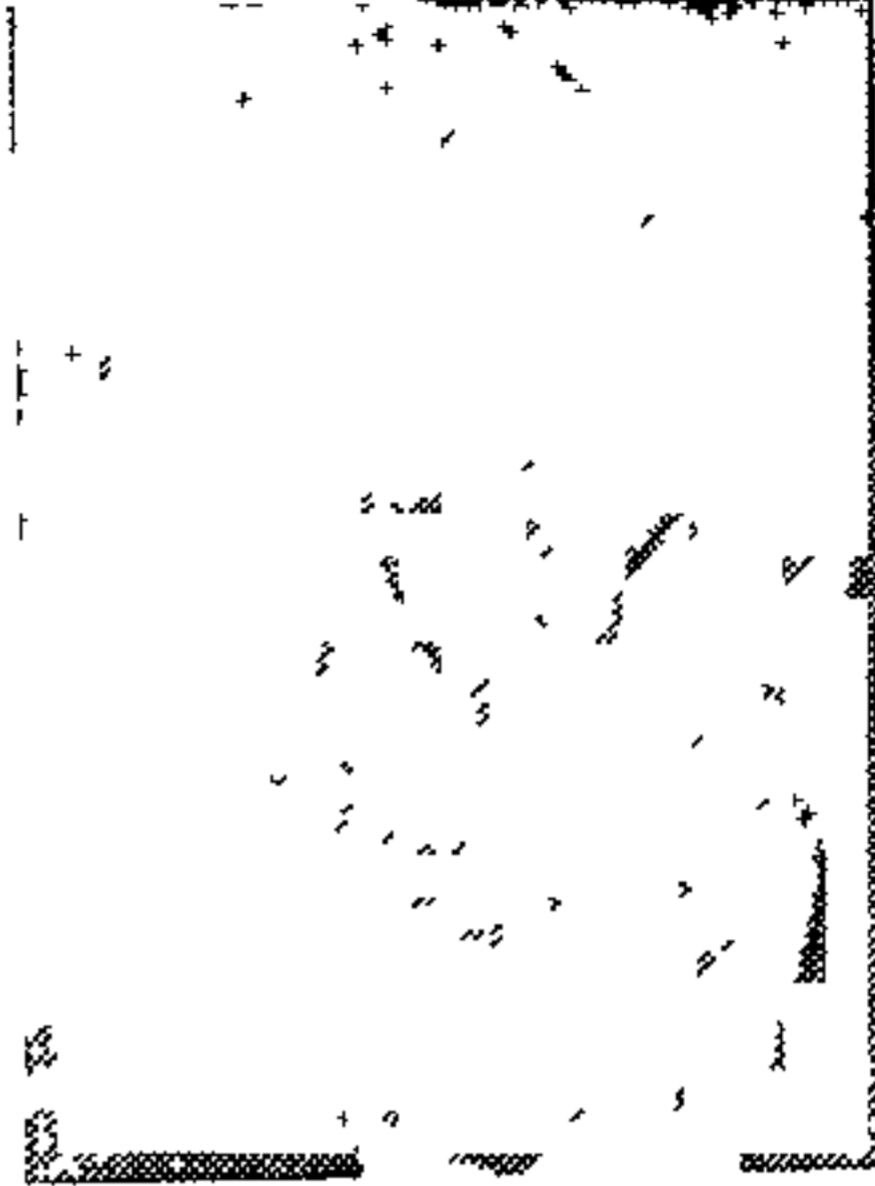


PROF KLEYNHANS
... racism is out

image in other countries if people openly canvassed for a party which was blatantly sectional and racist.

"I believe a white workers party would work against the kind of political processes that we need to move into and develop in South Africa in the years ahead," Professor Schlemmer said.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said trade unions should have a stronger political influence



PROF SCHLEMMER
... workers may unite

than they have had up to now.

He did not believe, however, that a workers party would serve any real purpose.

"The unions must work through the existing political parties as pressure groups to advance the cause of workers."

Mr Grobbelaar said during the past 20 years there had been no political party particularly interested in the welfare of workers.

In terms of votes the unions should be a powerful force in shaping the policies, particularly

ly the labour policies, of the country.

Another factor which had to be taken into account, Mr Grobbelaar said, was that there seemed to be a trend in SA for workers to become aspirant capitalists.

However, he believed that the trade unions would play a far more vital role in SA's political life than they had.

The president of the Garment Workers Union Senator Anna Scheepers, said she was not opposed in principle to a workers political party.

"But I would oppose strongly any party which emanated from the SA Confederation of Labour and its president, Mr Attie Nieuwoudt."

Senator Scheepers agreed that trade unions should exercise a greater influence in SA's political life.

"Trade unions in the United States play an important role in national politics, and it is about time our unions made themselves heard on vital political issues."

Senator Scheepers said it was time too that the Government removed political shackles from the trade unions.

They should, she said, be allowed openly to support the party of their choice.

Both white and 'coloured' females have shown an increasing life expectancy of 45, and although this has been small, it contrasts with the trend of both white and 'coloured' males.

It is apparent that the Expectation of Life at birth for the ' has shown a marked improvement between 1941 and 1970, it is noted that neither 'coloured' males nor females, at either end, have reached expectations of life in 1970 which are as high as the expectation of life in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it appears that the 'coloured' life expectancy is levelling off at a lower age than has occurred in the white community.

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is consistently worse than that of the whites. The 'coloureds' have higher

(iv) Proportional Mortality, accounted for by specific conditions.

(v) Expectation of Life. This was calculated both at birth (e_0) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

MR) and standardised mortality rates (SMR) provided in Fig. 2 and Fig. 3. Whilst steady decline in both of these indices after an initial decrease, show a comparatively increase in their SMR since 1960.

MR has fallen from 50,9/1 000 to 21/1 000, during this period, the 'coloured' IMR has fallen from 32,6/1 000, a change of only 19,7%. When it is appreciated that the greater the improvements be accomplished. The decrease were 28,4% and 25,7% for whites and

Union wants to register

Labour Reporter

ANOTHER black trade union has announced that it has applied for registration under the Government's new labour law.

It expects to be granted registration soon.

The union is the Textile Workers Union (Transvaal), a "parallel" union with close

links to Mrs Lucy Mvubelo's National Union of Clothing Workers, the biggest parallel union in South Africa.

The union's general secretary, Mrs Evelyn Seloro, said yesterday that the union had completed the formalities of applying for registration earlier this month.

In a statement issued yesterday,

Mrs Seloro described the union's expected registration as "a step forward for our members".

Once the union is registered, it will apply for membership of the industry's industrial council, which will give it the right to represent members in official wage negotiations, she said.

are summarised in Fig. 4. Since death rates that decreases in the mortality expected to give rise to a corresponding increase in the mortality rates for persons over 15 years of age, it is of some concern that the mortality rates for 'coloureds' have risen between 1960 and 1970 for 'coloureds' groups.

Specific mortality rates of whites and 'coloureds' have remained constant for persons between the ages of 15 and 45 years, the gap between the mortality of 'coloured' children,

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the number of live births under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the whites have shown a changing spectrum of mortality which is classically associated with an improving health status. Infectious diseases have become less important and the major causes of death are increasingly related to Cardiovascular and Neoplastic diseases. The 'coloureds' and Africans, however, have a persistently high proportion of deaths caused by infectious diseases. The Africans exhibit a spectrum of mortality which is characteristically associated with developing communities, whilst the 'coloureds' appear to occupy an intermediate position between the whites and Africans, although it is clearly much more similar to the Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

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Post 21.2.80
Poached Workers

Mystery Deepens



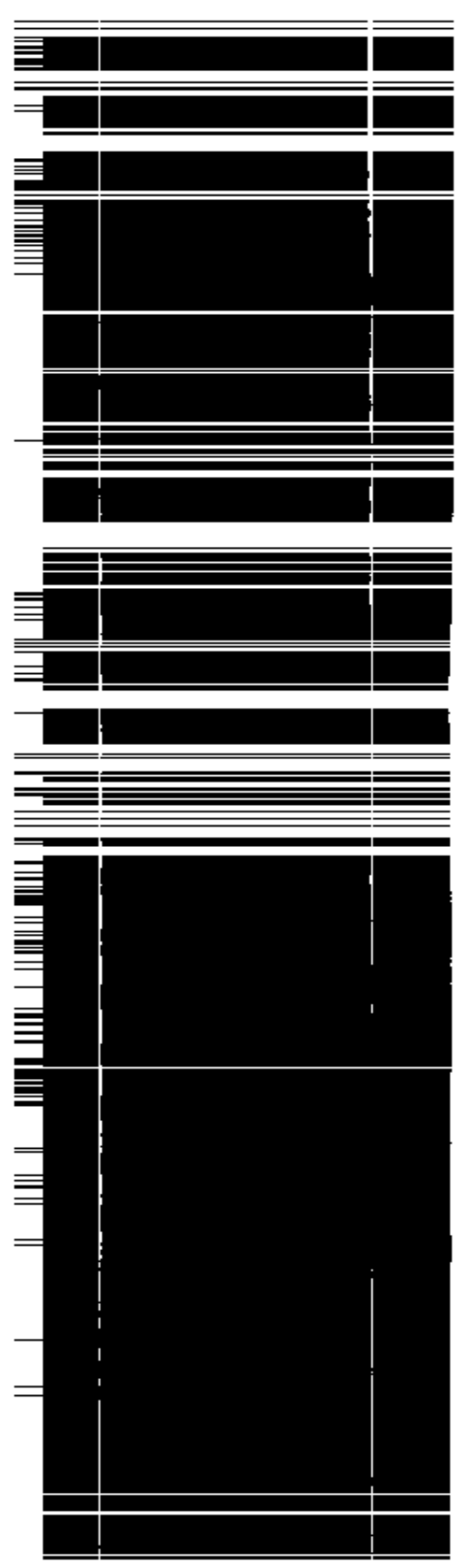
Mrs Lucy Myubelo

THE MYSTERY of the organised poaching of East London members of the National Union of Clothing workers has deepened.

Mrs Lucy Myubelo secretary of the NUCW, has accused an organiser of the Black Allied Workers Union (BAWU) of touting members. BAWU has no members in the Cape, according to BAWU's secretary, Mrs Mary Niseke. The East London based national organiser of the

South African Allied Workers Union, Mr Thozamile Gqweta, has also denied poaching. "I am just blank as you are," he said. "I would also like to know who this person Mrs Myubelo is talking about. It is definitely not me. I do not visit people at their homes when canvassing. I organise workers at their factories and the only people I visit at their homes are my contacts." Mr Gqweta, however, said his union had embarked on an intensive drive for members in the border area. He said SAAWU did not concentrate on knitting and clothing workers only but on all the workers

- 9. This young man is a real celebrity.
- 10. People will always have something to say.
- 11. Thank you!
- 12. How is it!
- 13. Running is tiresome.
- 14. The whole country experiences depression.
- 15. Every nation is proud of itself.
- 16. The blind-man's eyes saw the word.
- 17. The tree is growing.
- 18. In order to grow, trees need water.
- 19. A sinner must always pray.
- 20. The sea is rough.



STAR. 3/3/80
135
Typo union goes
multiracial

Blacks may now become members of the South African Typographical Trade Union, the general secretary of the SATU, Mr E van Tonder, said today

Mr van Tonder said permission to incorporate blacks in the union that previously only catered for white, coloured and Asian employees in the printing industry was recently granted by the Department of Manpower and Utilisation.

"We are now going to apply for the amendment of the union's constitution to effectively cater for the needs of all employees in the printing industry

"We also want to open the benefit funds of the union and the Industrial Council to all employees who now qualify for membership" Mr van Tonder said

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Putting (135)
the record
straight (137)

ON August 13, 1979, this newspaper published an article under the heading "Union Oust White From Driver's Seat" in which certain allegations are made concerning the conduct of Mr Gert van der Walt, Secretary of the African Transport Workers' Union

Insofar as the article unintentionally cast aspersions on the integrity and good character of Mr Gert van der Walt and suggested that he acted dishonestly or improperly and other than in the best interests of the Union, the allegations are without foundation and are withdrawn

Any embarrassment caused to Mr van der Walt and arising from the article is regretted

Printers union can now admit blacks

135
~~195~~

RDM
4/3/80

By RIAAN DE VILLIERS
Labour Correspondent

THE powerful SA Typographical Union has become one of the first registered trade unions to be given permission by the Government to open its ranks to blacks.

Disclosing this yesterday, Mr Lief van Tonder, general secretary, said the union would now aim at recruiting all blacks active in the printing industry.

Mr Van Tonder, who is also a senior office-bearer in the Trade Union Council of South Africa (Tucsa), to which the union is affiliated, said there were about 3 000 semi-skilled blacks in the industry and a "great many more" unskilled workers

"At this stage we are not sure to which extent unskilled workers will join, but we will aim at recruiting all blacks eligible for union membership, whether semi-skilled or unskilled," he said.

The typo union is a registered mixed union with more than 20 000 white and coloured members, organised into separate branches under a white executive, as required by the Industrial Conciliation Act

In terms of the new exemption by the Minister of Manpower Utilisation, Mr Fanie Botha, the union can now also recruit blacks into a separate branch

The union is only the second known to have been given such permission since the amendment of labour laws last year granting blacks registered trade union rights

Mr Jaap Cilliers, Secretary for Manpower Utilisation, said last week that several unions had been granted permission to recruit blacks, but would not name them

The other union known to have been given permission is the Iron Moulders Society of SA. Several other unions are waiting to hear the outcome of applications.

To become completely non-racial, unions have to apply for Ministerial exemption, which has existed since 1965 when the Industrial Conciliation Act was amended to

prohibit the formation of new mixed unions and force existing mixed unions to separate white and coloured members into branches under a whites-only executive

Mr Van Tonder said his union had not applied for such exemption, and would not say if it would do so in the future

At present, the mixed union issue is viewed as "extremely sensitive".

Printing union ditches race bar

JOHANNESBURG — Blacks may now become members of the South African Typographical Trade Union, the general secretary of the union, Mr E van Tonder, said yesterday

Mr Van Tonder said permission to incorporate blacks in the union which previously only provided for white, Coloured and Asian workers in the printing industry, had been granted by the Department of Manpower and Utilisation

"We are going to apply for the amendment of the union's constitution to effectively provide for the needs of all employees in the printing industry

"We also want to open the benefit funds of the union and the industrial

council to all workers who qualify for membership," Mr Van Tonder said.

The SATU Border regional secretary organiser in East London, Mr R. Wustmann, said he was "very pleased" by the announcement.

He said there was no category in the union at present for blacks, but a new C Grade for them would probably come into operation.

"It will take a little time to sort everything out and the union will be meeting in Durban on March 17 to discuss the matter.

"At the moment we are trying to register blacks, but for the time being they do not have to pay subscriptions," Mr Wustmann said. — SAPA-DDR.

Black printers

Post 413180
now

join union

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"We also want to open the benefit funds of the union and the Industrial Council to all workers who now qualify for amendment," Mr van Tonder said

Steel unions ask for changes

RDM 4/3/80

187 153 135

Labour Reporter

REGISTERED steel and engineering unions are demanding changes to controversial black labour guidelines drawn up by the Steel and Engineering Industries Federation

The guidelines were sharply attacked by unionists when they were released last year by Seifsa, the largest employer federation outside the mines. Its members employ about 560 000 people

Seifsa was accused at the time of trying to obstruct the unionisation of black workers

The Confederation of Metal and Building Unions, which represents most registered unions in the industry, recently sent Seifsa a document complaining about certain of the guidelines

According to CMBU unionist Mr Ike van der Watt, the unions are particularly worried about a provision which says

that only unions which are both registered and members of the industry's industrial council can have union dues deducted by employers

"This means that if any of us start to organise black workers without registration, we will be denied an important union facility," he said

He added that "it also means that they will only give us facilities when they absolutely have to"

The unions are due to meet Seifsa's full board soon to discuss their complaints

Seifsa's director, Dr Errol Drummond, confirmed yesterday that a meeting with all registered steel and engineering unions will take place

He also confirmed that suggestions for change to the guidelines were discussed at a recent Seifsa board meeting, but stressed that no decisions were taken

Janson told to act on all-race speech

Argus 21/12/80

Municipal Reporter

THE Minister of Sport and Recreation, Mr T N H Janson, should 'put his money where his mouth is' and make sure local authorities were allowed to open their facilities to all races, Mr Norman Daniels, Western Cape chairman of the Trades Union Council of South Africa, said today.

Mr Janson said recently in Parliament that each municipality should decide whether it wished to open its facilities to all races.

But the Cape Town City Council's Executive Committee heard yesterday that the Department of Community Development turned down its application to be allowed to open municipal facilities to all races.

The council was told it would have to make individual applications and each case would be considered on merits.

Mr Daniels, a city councillor until he was disqualified because he is coloured, said 'Who is giving the runaround to whom?'

EXPECTATIONS

'The opening of all facilities would have been very welcome to the so called "coloured community". Now expectations have been raised needlessly.

'This sort of thing damages the Minister's reputation.

'People lose respect for authority, and it is no good for the country because it raises expectations needlessly and causes disappointment.

● Libraries open to all—
Page 13

en spirituaal, soos omskryf in die Wet op Wyn, Ander Gegiste Drank en Spirituaal, No 25 van 1957, te vervaardig, en die uitdrukking "vervaardig" omvat die versnyding en meng, en die verkoop of verspreiding of verkoop en verspreiding van sodanige drank vanaf enige bedryfsinrigting, ongeag of die werkgewer ook drank vanaf sodanige bedryfsinrigting verkoop of versprei of verkoop en versprei wat hy uit ander oorde verkry het, indien en solank—

(a) hy drank in groothandelshoeveelhede verkoop of versprei of verkoop en versprei, en

(b) hy hoofsaaklik sy eie gefabriseerde produkte verkoop of versprei of verkoop en versprei,

en omvat alle daarmee gepaardgaande en daaruit voortspruitende werksaamhede

Posadres van applikant—Posbus 6779, Johannesburg, 2000

Kantooradres van applikant—Endstraat 75, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J N. HITCHCOCK, Nywerheidsregistrateur.
(28 Maart 1980)

fermented beverages and spirits as defined in the Wine, Other Fermented Beverages and Spirits Act, No 25 of 1957, and the expression "manufacturing" includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

(a) he sells or distributes or sells and distributes liquor in wholesale quantities; and

(b) he sells or distributes or sells and distributes mainly his own manufactured products,

and includes all operations incidental thereto or consequent thereon.

Postal address of applicant—P O Box 6779, Johannesburg, 2000

Office address of applicant.—75 End Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar
(28 March 1980)

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Wine, Spirits and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriëgebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Postadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Wine, Spirits and Allied Workers

Datum waarop aansoek ingedien is—9 November 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleendes van die Wet werknemers is en in die Wyn- en Spiritualeenwerheid in diens is in die landdrosdistrikte Bloemfontein, Calitzdorp, Clanwilliam, Die Kaap, Durban, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Kliprivier, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oos-Londen, Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pinetown, Port Elizabeth, Pretoria, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Tulbagh, Vanrhynsdorp, Virginia, Vredendal, Vryburg, Wellington, Welkom en Worcester.

“Wyn- en spiritualeenwerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om wyn, ander gegiste drank

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Wine, Spirits and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Labour Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union—National Union of Wine, Spirits and Allied Workers

Date on which application was lodged—9 November 1979

Interests and area in respect of which application is made—Black persons who are employed for purposes of the Act and who are employed in the Wine and Spirit Manufacturing Industry in the Magisterial Districts of Bloemfontein, Calitzdorp, Clanwilliam, Durban, East London, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Klip River, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pinetown, Port Elizabeth, Pretoria, Robertson, Somerset West, Stellenbosch, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Virginia, Vredendal, Vryburg, Wellington, Welkom and Worcester.

“Wine and Spirit Manufacturing Industry” means the industry in which employers and employees are associated for the purpose of manufacturing wine, other

Coloured union to merge with blacks regardless

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(17)

By Sieg Hannig

In a major breakthrough for non-racial trade unionism, a coloured trade union has announced that it will merge with a black union -- regardless of the prospect of being swamped by blacks.

The union is the 13 000 strong Motor Industry Combined Workers' Union of Mr Ronnie Webb, vice president of the multiracial Trade Union Council of South Africa.

"Those who accused us of racism because we established a parallel union for blacks will now have to eat their words," said Mr Webb.

He announced that he has received Government clearance to admit blacks in to his registered union.

STATUS

This meant that the members of the black union would join the registered union previously restricted to coloureds.

"Our new black members will enjoy the same status and benefits as the members of the registered union," Mr Webb said.

They will be eligible to hold office too -- subject to the existing qualifica-

tions applicable to coloured members.

Asked about the prospect of the union becoming predominantly black, Mr Webb said:

"We accept this without reservation."

"Such 'swamping' is an inevitable development in the South African scene if we want to promote harmonious co-existence."

Mr Webb said the registered union's status as a fully fledged negotiating partner with the two white unions in the Industrial Council for the Motor Industry would not be challenged.

RIGHTS

Neither white unions nor employers objected to the planned change, he said.

This means that black workers in three South African industries are about to enjoy full bargaining rights.

They are the motor industry, the printing industry and the motor transport industry on the Reef and the goldfields -- where a black union has been registered and is in the process of being admitted to the Industrial Council.

KENNISGEWING 229 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN
'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2) van bogenoemde
Wet hierby bekend dat 'n aansoek om registrasie as 'n
vakvereniging ontvang is van die National Union of
Engineering, Industrial and Allied Workers Besonder-
hede van die aansoek word in onderstaande tabel ver-
strek

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboragebou, hoek van
Paul Kruger- en Schoemanstraat, Pretoria (Posadres
Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Engineer-
ing, Industrial and Allied Workers
Datum waarop aansoek ingedien is—19 Desember
1979
*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Swartes wat vir die doeleindes van die
Wet werknemers is en in die Yster-, Staal-, Ingenieurs-
en Metallurgiese Nywerheid in diens is in die landdros-
distrikte Alberton, Bellville, Die Kaap, Johannesburg,
Port Elizabeth en Uitenhage

NOTICE 229 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar,
do hereby, in terms of section 4 (2) of the above-men-
tioned Act, give notice that an application for registra-
tion as a trade union has been received from the
National Union of Engineering, Industrial and Allied
Workers Particulars of the application are reflected in
the subjoined table

Any registered trade union which objects to the
application is invited to lodge its objection in writing
with me, c/o the Department of Manpower Utilisation,
Labora Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (Postal address Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice

TABEL

Name of trade union—National Union of Engineer-
ing, Industrial and Allied Workers
Date on which application was lodged—19 December
1979
*Interests and area in respect of which application is
made*—Black persons who are employees for the pur-
poses of the Act and who are employed in the Iron,
Steel, Engineering and Metallurgical Industry in the
Magisterial Districts of Alberton, Bellville, Johannes-
burg, Port Elizabeth, The Cape and Uitenhage

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“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” beteken die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskum en/of -afval en/of -residues, die onderhoud, fabrisering, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of dele of onderdele daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk, die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaalgoedere, die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie,

“Elektrotegniese Ingenieursnywerheid” beteken—

(a) die vervaardiging en/of montering, uit onderdele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakelrug en beheer-uitrusting (met inbegrip van relés, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat ook die vervaardiging van onderdele van voornoemde uitrusting,

(b) die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, maar omvat nie die Elektrotegniese Aannemingsnywerheid nie,

“Elektrotegniese Aannemingsnywerheid” beteken die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellaswerk en elektriese bedrading wat daarmee in verband staan,

“Hyser- en Roltrapnywerheid” beteken die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe,

“Plastieknywerheid” beteken die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekbladmateriaal gemaak word, naamlik klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeeroortreksels en plastiekhortjeblyndings,

“plastiek” beteken enigeen van die groep materiale wat, as 'n bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d w s gegiet, gekalandeer, deurgedruk of gevorm is of kan word deur dit te laat vloei, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

“Iron, Steel, Engineering and Metallurgical Industry” means the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues, the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work, the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, the Lift and Escalator Industry and the Plastics Industry, but does not include the Motor Industry,

“Electrical Engineering Industry” means—

(a) the manufacture and/or assembly from component parts of electrical equipment, viz generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment,

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry,

“Electrical Contracting Industry” means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith,

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators,

“Plastic Industry” means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds,

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i e cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure,

“edelmetale” beteken die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of engeen daarvan in so 'n verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak,

“Motornywerheid”, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk en behoudens die bepalinge van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956, beteken—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoifeer-, spuitverf-, verf en/of vernuwingswerk uitgevoer in verband met—

- (i) die onderstelle en/of bakke van motorvoertuie;
- (ii) binnebrandenjins en/of transmissieonderdele van motorvoertuie;
- (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's,

(b) motoringenieurswerk,

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie,

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie,

(f) die onderneming wat gedryf word deur vul-en/of diensstasies,

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word in verband met die verkoop van motorvoertuie of motorvoertuigdele en/of -onderdele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van en/of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorslopingswerwe,

(i) die onderneming vir monteerbedryfsinrigtings,

(j) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -onderdele en/of -bybehore en/of komponente daarvan vervaardig word,

(k) voertuigbakbouwerk

Posadres van applikant—Posbus 48, Athlone, 7760

Kantooradres van applikant—Kamer 103, Ledger House, Adenlaan, Athlone

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2), moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrateur

(28 Maart 1980)

“precious metals” means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy,

“Motor Industry”, without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determinations made in terms of section 76 of the Industrial Conciliation Act, 1956, means—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—

- (i) chassis and/or bodies of motor vehicles,
- (ii) internal combustion engines and/or transmission components of motor vehicles;
- (iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering,

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles,

(f) the business conducted by filling and/or service stations,

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building

Postal address of applicant—P O Box 48, Athlone, 7760

Office address of applicant—Suite 103, Ledger House, Aden Avenue, Athlone

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar

(28 March 1980)

2 new unions for wine and spirits

STAR 11/4/80

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135
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By Sleg Hannig

The wine and spirits industry has two new trade unions — one for blacks and one for other races — which will cover factories in about 40 magisterial districts in all provinces.

The application for the registration of the black union has been published in the Government Gazette and that for the mixed union is expected to be published soon.

This was disclosed today by Mr Barney Krynauw, general secretary of the Garment Workers' Union of South Africa and provisional general secretary of both new unions.

Two separate unions

were formed because current legislation demanded that a mixed union with white members had to have a white executive committee.

"Any future changes in the law will be used to change this dispensation," Mr Krynauw said.

The unions have submitted a memorandum to the Wage Board in an effort to improve the industry's wages and working conditions.

Mr Krynauw hoped that direct negotiations between the unions and the employers would be made possible through the eventual establishment of an industrial council for the industry.

NOTICE 250 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Motor Industry Combined Workers' Union. Particulars of the application are reflected in the subjoined table

KENNISGEWING 250 VAN 1980

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DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Motor Industry Combined Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Motor Industry Combined Workers' Union

Date on which application was lodged—3 March 1980

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Motor Industry in the Magisterial Districts of Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank

"Motor Industry" means, without in any way limiting the ordinary meaning of the expression—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering,

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing, servicing and/or reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles,

(f) the business conducted by filling and/or service stations,

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

(i) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof,

(j) vehicle body building

Interests and area in respect of which registration is held—Coloured persons employed in the Motor Industry as defined above in the Magisterial Districts of Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank, as those areas were constituted as at 18 July 1975

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekragbenutting, Laboriagebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Motor Industry Combined Workers' Union

Datum waarop aansoek ingedien is—3 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Motornywerheid in diens is in die landdrostdistrikte Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank

"Motornywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoffeeri-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie,

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie,

(iii) die elektriese uitrusting verbonde aan motorvoertuie, met inbegrip van radio's,

(b) motoringeurswerk;

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en/of vernuwing van batterye van motorvoertuie,

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie,

(f) die onderneming wat gedryf word deur vul- en/of diensstasies,

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) in verband daarmee, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbind is met 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorsloop werwe,

(i) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -reserwedele en/of bybehore en/of komponente daarvan vervaardig word,

(j) voertuigbakbouwerk

Belange en gebied ten opsigte waarvan registrasie gehou word—Gekleurdes in diens in die Motornywerheid, soos hierbo omskryf, in die landdrostdistrikte Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank, soos daar die gebiede op 18 Julie 1975 saamgestel was

Union for SA seamen on the drawing board

CAPE TIMES 3/4/80
174 135

By GEORGE YOUNG
Shipping Editor

THERE are plans to start a union for South African seamen. A union established in 1945 in an effort to force Union-Castle to employ more South Africans came unstuck soon after, and was disbanded.

But Unions and the International Transport Workers Federation believe that South Africans must be saved from being exploited by unscrupulous foreign flag owners who are having increasing difficulty getting round international rules.

Without a Union to look after their interests, South Africans could be at a disadvantage.

No difficulty with SA ships

There is no difficulty with the standard of service in South African registered ships, and neither Safmarine or Unicon are suspect.

South African ships, whether they fly the national colour or flag of convenience are subject to inspection in distant ports by inspectors of the ITWF who have effectively arrested non-compliant foreign ships and secured back pay for their seamen.

This has never been a problem in ships from this country, although a British ship employing Zulus was a few years ago apprehended in Sweden for paying less than agreed wages.

The end result was that the Zulus were flown home and whites replaced them, at the higher rates.

The talks about establishing a Union will begin in Durban on April 19.

Little progress made

After World War II Union-Castle put two cargo steamers, Good Hope Castle and Drakensberg Castle on the South African register, but they still carried mainly British staffs. Efforts were made by a hurriedly established union to force them to take men from this country who had been unemployed since discharge by the navy. But there was little progress.

Although in terms of the mail contract Union-Castle undertook to accept up to 20 percent South Africans in their crews, provided suitable men were forthcoming, it is doubtful if there was ever more than five percent in the ships.



It's
all
been
said

Turning back through the FAM's files

20 years ago (April 1 1960)

Mr Harry Oppenheimer considers the time ripe for wide re-thinking of fundamental issues because for the first time partly because of the combined pressures of African nationalism and liberal world opinion white South Africans are ready to give priority to what has always been the supreme problem that faced them. In these circumstances politics in South Africa appear more fluid than for many years past.

10 years ago (April 3 1970)

Is the skilled labour shortage as serious as the country has been told by employers, politicians and the Press? No Party denies that there is a serious shortage of skilled labour. The NP points to the measures it is taking to alleviate it. These include immigration up from 14 600 in 1958 to 40 500 in 1968, amendments to the Apprenticeship Act improving wages and shortening training periods, and the recent amendments to the Industrial Conciliation Act providing for funds (to which employers also contribute) for training certain classes of labour.

Five years ago (April 4 1975)

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

Dr Wim de Villiers believes this is the only conclusion to be drawn from SA's pattern of income distribution. In his inaugural lecture last week as an honorary professor at Rand Afrikaans University, De Villiers pointed out that though whites constitute only 17.3% of SA's population, they receive 70% of the country's total income.

for mixed status, and hope to merge with their parallels include the Textile Workers Industrial Union, the National Union of Bank Employees and the Transvaal Leather and Allied Workers Union.

Norman Daniels, general secretary of

the textile union, says he would like to see its parallel union merge with it along with other unregistered unions representing workers in the industry.

If the Transvaal Leather Workers Union is granted an exemption and merges with its long-standing parallel then Africans will make up the bulk of the members. Steve Scheepers, the union's general secretary, says: "I started the African union 25 years ago. In that time we have always worked closely without problems, and the benefits provided by the union have been the same. So it is logical to be merged."

The emergence of a number of parallels last year was accompanied by the intensification of the battle between parallels and independent unregistered unions (those which have no links with registered unions). The Federation of South African Trade Unions (Fosatu), the largest group of unregistered trade unions, issued a document slamming parallels. Fosatu argued that the registered unions are only interested in organising Africans to prevent job undercutting by Africans.

But, in response to these moves towards non-racial unions, Fosatu general secretary Alec Erwin says: "From our point of view, if these unions are bona fide and there will be no racial differentiation, then we welcome this."

The FAM learns a second African union was registered last week. It is the National Union of Engineering Industrial and Allied Workers Union, a parallel union. The African Transport Workers Union also a parallel with the latter.

PARALLEL UNIONS

Joining "parents"

Some registered unions which have been organising Africans into "parallel" unions, have decided to drop this in favour of mixed unions. The Motor Industry Combined Workers Union (MICWU) has just been granted mixed status. So its parallel union, the Motor Industry Workers Union, will now merge with MICWU. Others plan to do the same, if the Minister grants them an exemption for mixed status.

Parallel unions have been around for years, with Tucsas unions most active in organising them. However, after the release of the Wiehahn report, the race to organise Africans really began, and several new parallel unions emerged. MICWU was one.

Why the decision to have a mixed union, rather than a parallel? Ronnie Webb, general secretary of MICWU, says: "We have always believed in non-racial unions. But in the past they have not been possible. So the only way to organise Africans was by forming a parallel union."

Arthur Grobbelaar, Tucsas's general secretary, says non-racial unions are important to stop racial polarisation among workers. He adds that separate unions create "administrative difficulties" — for instance, there is an unnecessary "duplication of work and overlapping of functions."

Webb points out that they will offer Africans the same benefits as MICWU's coloured members receive. And, like the coloured members, Africans only have to be members for six months to qualify for a place on the executive.

Other Tucsas unions that have applied

Big in Hammock
Holland

Efforts to launch a black millworkers' union have been announced as a former public relations officer of the Black Allied Workers Union (PAWU) Mr. Motha said.

Mr. Motha has submitted a draft constitution to the proposed union to the Industrial Trade Union Council of South Africa (ITUCSA) and asked for its support, including a directorate.

The proposed union aims to promote various strikes and protests among other things, to defend and secure the interests of its members and make the area of their significance and power in a job situation.

The constitution also sets out the aim of obtaining 'just wages' and settling disputes with employers by peaceful means.

Mr. Motha said that the union would be a 'black' union, but that it would be open to all workers in the industry.

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EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

BACHELOR OF ARTS

STUD NO	SURNAME	FIRST NAMES	COURSE
1025214	ANDRIJ	PETER HARRY WALTER D	603202
077201P	ANDREWS	DAVID BRIAN	107301
101148U	BARKIN	MELANIE ANA	114101
101875P	BUSSE	PETER GRAHAM	004301
114694I	COCKE	JOHN GEORGE	008204
115418E	CLUPIDO	ODILE ARLENE	101202
114051P	COURIS	RICHARD MARK	911201
100997E	FABEK	LESLEY SHARON	911103
098097C	ELAKA	SUSAN	004301
113612I	GATZOURIS	EUSTRATIOS JOHN	605301
101952K	KLIJA	HELENA JANEI	110201
102381J	KRAJSC	INGRID GERTLINJE	115103
097859U	LEVLIN	LAURA JEAN	902201
101156F	OOSTERBAAN	WILLEM DINANT	106301
094935G	ORRILL	ANALIFESE LYNELIFF	116317
111331M	PLOTKIN	NADINE BETTY	107301
103519A	SHUMAN	ANTHONY	117301
102719b	SMALLMURNE	AMANDA JANE	802131
102257Z	JAYLUK	COLLEEN JANE	105103
033909H	VALLEY-OLAK	FAROUK ISMAIL	102302
101144U	VAN DEN ELST	JEAN-MARIE RICHARD	100301 910101 910102
112105D	VAN YACCAARDI	AMNE-MAREE	911201
116606W	VENIER	GILDA MARIA	102101
133100Z	VILJOEN	ADELE	107301

STUD NO	COURSE	MARKS	GRADE
094855G	ECONOMICS III	4	(53)
111351M	ENGLISH III	5	
103519H	POLITICAL SCIENCE III	4	(53)
102719b	HIST & APPRECIAT OF MUSIC IABS	5	
102257Z	GREK & ROMAN-LIT & PHIL	5	(58)
033909H	AFRIKAANS EN NEDERLANDS IIF	5	
101164L	STATISTICS IA (HALF CRSE)	4	(51)
	STATISTICS IC (HALF CRSE)	4	(24)
	STATISTICS IC (HALF CRSE)	4	(54)
112105D	MATHEMATICS IIA-N204	4	(55)
116606W	AFRIKAANS	4	(50)
133100Z	ENGLISH III	4	(67)

UET

Builders' association hits at unions

NM 12/4/80

(23)

(124)

(135)

(214)

Mercury Reporter

THE director of the Master Builders' Association in Durban, Mr Pieter Rautenbach, yesterday denied allegations by the two registered unions in the building industry that many white building workers were unemployed and that the situation would be aggravated by the Government decision to allow blacks to do skilled building work.

Mr Rautenbach said while there had been a decline in the percentage of whites employed as craftsmen in the Durban area in recent years, this had been due to a combination of other factors

The percentage of white craftsmen had declined from 40 at the end of 1975 to 25 at the end of 1977 and to 20 at the end of last year

He explained that there was a general move in the white community away from blue-collar towards white-collar jobs

In addition, employers if given the choice between an older white man and a younger coloured or Indian artisan, would plump for the latter. This had nothing to do with race

Whites also were faced with a two-year period of military service. Many did not want to commit themselves to an apprenticeship

Mr Rautenbach said the trade unions no longer had the protection of statutory job reservation legislation. The building industry was being most responsible about the situation and he appealed to the trade unions to be equally responsible

Mr Arthur Grobbelaar, general-secretary of the Trade Union Council of South Africa (Tucsa), explained yesterday that no other legislative measure applicable to manufacturing industry had had the restrictive provisions of Sections 14 and 15 of the Black Building Workers Act

(135)
Post 17/4/59

Unions' bid to heal split fails

ATTEMPTS to heal the split among unions in the engineering industry failed in Johannesburg yesterday when one of the two factions failed to attend the meeting.

Unions affiliated to the Federation of South African Trade Union (Fosatu) stayed away from a meeting of the SA Co-ordinating Council of the International Metalworkers Federation, which consists of 11 unions with a membership of 85 000.

The council was formed five years ago.

The unions that are affiliated to the Trade Union Council of South Africa (Tucsa) went ahead with the meeting and decided to call on "the Government, employer, organisations and trade union co-ordinating bodies to launch a crash programme to improve the educational facilities available to all popula-

tion groups in South Africa."

The assistant general secretary of the IMF, Dr Werner Thoennessen, who is on a visit to South Africa, will be talking to the Fosatu unions in Port Elizabeth today.

The Fosatu unions are against the creation of "parallel" unions by Tucsa affiliates and they are against the ban on Africans from apprenticeship unless they do military training.

The first signs that the council was crumbling came in 1978 when black delegates walked out of a meeting of the council because it had accepted an explanation of the strike at Eveready in Port Elizabeth without consulting the union that had called the strike.

The explanation had come from the Minister of Labour.

The unions in Fosatu are mainly black.

(189) STAR 17/4/80 (134) (135) (136)
Race split in metal workers
 (138) (140A) (151)

By Sleg Hannig

South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennesen, assistant general secretary of the 14-million strong IMF

Dr Thoennesen described the crisis in the 85 000-strong council as serious, damaging and very painful to the IMF

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennesen's presence

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union.

At a Press conference after the meeting, Dr Thoennesen said he was meeting the Fosatu faction separately in Port Elizabeth today.

"The council will not function as long as both groups are not sitting

around the same table," he said

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together.

Dr Thoennesen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

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 or 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

Public, Communal Property

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

is used, that is, how many are allowed on board, and, has it to charge a price for access to the receipts. A private property is in those conditions. Private ownership is dominant in most non-socialist countries and will be examined in more detail later.

English version

The same situation could be described differently, but not by saying fishermen rent the boat, only that and by saying fishermen rent the boat, we could say the boat owner hires the fishermen. In the latter case, he must pay them four plus a subsidy or fish, then to fish on his boat while he keeps the total catch, minus those wages. Or a total catch of 20 fish, each is paid four, that is a total wages bill of 80 fish, leaving him 12 fish. There is no difference in this example between fishermen renting the boat or the boat owner hiring fishermen as employees!

is there, then, no difference between Macy's hiring clerks as employees or the clerks renting Macy's building and facilities and paying rent (and inventory-use costs) to the owners out of the total daily sales—leaving the clerks with the same income in either case? No difference. If there is certainly about the output performance. But someone must bear the consequences of mistaken 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 certainly about performance.

Uncertainty about the prospective catch introduces a major difference between the two methods. ... fishermen rent the boat, renter's profit.

NOTICE 279 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT,
1956

APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. Particulars of the application are reflected in the subjoined table

135

KENNISGEWING 279 VAN 1980

DEPARTEMENT VAN MANNEKRAGBE-
NUTTIG

WET OP NYWERHEIDSVERSOENING,
1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—African Transport Workers' Union.

Date on which application was lodged—27 February 1980.

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and are employed as vehicle drivers, motor and diesel mechanics, checkers and/or loaders, yardsmen, vehicle body builders, spray painters and labourers in—

(a) the Road Passenger Transportation Trade, which means the Trade in which employers (other than employers exclusively conveying schoolchildren between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the S.A.R. and H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon; and

(b) the Transport Undertaking (Goods), which means the Trade in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward;

in the Magisterial Districts of Benoni, Boksburg, Delmas, Heidelberg (Transvaal), Kempton Park, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randfontein, Vanderbijlpark, Vereeniging, Volksrust and Witbank.

Postal address of applicant.—P.O. Box 19, Johannesburg, 2000.

Office address of applicant.—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar.

(18 April 1980)

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria, (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—African Transport Workers' Union

Datum waarop aansoek ingedien is.—27 Februarie 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as motorvoertuig-drywers, motor- en dieselmotorkundiges, nasieners en/of laaiers, terreinwagters, voertuigbakkbouers, spuitverwers en arbeiders in—

(a) die Padpassasiersvervoerbedryf, wat beteken die Bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding op 'n openbare pad te vervoer deur middel van 'n kragaan-gedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die S.A.S- en H-administrasie) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en wat alle bedrywighede omvat wat daarmee in verband staan of daaruit voort-spruit; en

(b) die Vervoeronderneming (Goedere), wat beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en wat die vervoer insluit van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie,

in die landdrostdistrikte Benoni, Boksburg, Delmas, Heidelberg (Transvaal), Kempton Park, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randfontein, Vanderbijlpark, Vereeniging, Volksrust en Witbank.

Posadres van applikant.—Posbus 19, Johannesburg, 2000

Kantooradres van applikant.—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrateur.

(18 April 1980)

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NOTICE 284 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Motor Industry Combined Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o The Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union.—Motor Industry Combined Workers' Union

Date on which application was lodged.—3 March 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Motor Industry in the Province of Natal, the Cape Province and the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Bloemfontein, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Kroonstad, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank.

"Motor Industry" means, without in any way limiting the ordinary meaning of the expression—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

- (i) chassis and/or bodies of motor vehicles,
- (ii) internal combustion engines and transmission components of motor vehicles,
- (iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing, servicing and/or reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles and motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

KENNISGEWING 284 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Motor Industry Combined Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien p/a die Departement van Mannekragebenutting, Laboria-gebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Motor Industry Combined Workers' Union.

Datum waarop aansoek ingedien is—3 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Motornywerheid in diens is in die provinsie Natal, die Kaapprovinsie en die landdrostdistrikte Alberton, Barberton, Benoni, Bethal, Bloemfontein, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Kroonstad, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank

"Motornywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoffeer-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

- (i) onderstelle en/of bakke van motorvoertuie,
- (ii) binnebrandenjins en transmissiekomponente van motorvoertuie;
- (iii) die elektriese uitrusting verbonde aan motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en/of vernuwing van batterye van motorvoertuie,

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie,

(f) die onderneming wat gedryf word deur vul- en/of dienstasies,

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) in verband daarmee, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbind is met 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorsloopwerwe,

(i) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof,

(j) vehicle body building

Interests and areas in respect of which registration is held.—Coloured persons employed in the Motor Industry as defined above in—

(i) the Province of Natal, the Cape Province and the Magisterial Districts of Bloemfontein, Ermelo, Germiston, Johannesburg, Kroonstad, Potchefstroom and Pretoria, as those areas were constituted as at 28 May 1962, and

(ii) the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging and Witbank, as those areas were constituted as at 18 July 1975

Postal address of applicant—P.O. Box 25241, Ferreirasdorp, 2048

Office address of applicant.—116 Vulcan House, 88 Anderson Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

This notice replaces General Notice 250 which was published in *Government Gazette* 6927 of 3 April 1980.

J. N. HITCHCOCK, Industrial Registrar.

(18 April 1980)

Official Publications Issued During February 1980

BLUE BOOKS

Report of the National Welfare Board for the period 1 January 1974 to 30 June 1978 (R.P. 56/1979) Price R1,05, abroad R1,30, post free

Report of the Auditor-General on the Accounts of the Highveld Area Administration Board for the financial year 1977-78 (R.P. 70/1979) Price R1,65, abroad R2,10, post free

Department of Mines Mining Statistics, 1978 (R.P. 74/1979) Price R9,55, abroad R11,95, post free

Report of the Auditor-General on the Accounts of the Dairy Industry Control Board of South West Africa for the financial year 1 October 1977 to 30 September 1978 (R.P. 83/1979) Price R2,30, abroad R2,90, post free

Part 1 of the Report of the Auditor-General for the financial year 1978-79 (R.P. 85/1979) Price R13,60, abroad R17, post free

(i) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -reserwedele en/of bybehore en/of komponente daarvan vervaardig word;

(j) voertuigbouwerk.

Belange en gebied ten opsigte waarvan registrasie gehou word—Gekleurdes in diens in die Motornywerheid, soos hierbo omskryf, in—

(i) die provinsie Natal, die Kaapprovinsie en die landdrosdistrikte Bloemfontein, Ermelo, Germiston, Johannesburg, Kroonstad, Potchefstroom en Pretoria, soos daardie gebiede op 28 Mei 1962 saamgestel was, en

(ii) die landdrosdistrikte Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Heidelberg (Transvaal), Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging en Witbank, soos daardie gebiede op 18 Julie 1975 saamgestel was

Posadres van applikant—Posbus 25241, Ferreirasdorp, 2048

Kantooradres van applikant.—Vulcan House 116, Andersonstraat 88, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

Die aandag word gevestig op onderstaande vereistes ging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by artikel 4 (2) met gevolg word in verband met 'n beswaar wat ingedien word.

Hierdie kennisgewing vervang Algemene Kennisgewing 250 wat in *Staatskoerant* 6927 van 3 April 1980 gepubliseer is

J. N. HITCHCOCK, Nywerheidsregistrator.

(18 April 1980)

Amptelike Publikasies Uitgegee Gedurende Februarie 1980

BLOU BOEKE

Verslag van die Nasionale Welsynsraad vir die tydperk 1 Januarie 1974 tot 30 Junie 1978 (R.P. 56/1979) Prys R1,50, buitelandse R1,30, posvry

Verslag van die Ouditeur-generaal oor die Rekenings van die Administrasieraad, Hoëveldgebied, vir die boekjaar 1977-78. (R.P. 70/1979) Prys R1,65, buitelandse R2,10, posvry

Departement van Mynwese Mynboustatistieke, 1978 (R.P. 74/1979) Prys R9,55, buitelandse R11,95, posvry

Verslag van die Ouditeur-generaal oor die Rekenings van die Raad van Beheer oor die Suwelnywerheid van Suidwes-Afrika vir die boekjaar 1 Oktober 1977 tot 30 September 1978 (R.P. 83/1979) Prys R2,30, buitelandse R2,90, posvry

Deel 1 van die Verslag van die Ouditeur-generaal vir die boekjaar 1978-79 (R.P. 85/1979) Prys R13,60, buitelandse R17, posvry.

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Clothing Workers Union to register

By JOE TILOLOE

THE 20 000-strong National Union of Clothing Workers has applied for registration under the new labour laws.

The application will appear in the Government Gazette on Friday — exactly a week after the application of the Textile Workers' Union (Tvl).

The Clothing Workers Union has a paid-up membership of 20 483, making it the largest black union in the country.

The secretary, Mrs Lucy Mvubelo, is already serving on the Manpower Commission.

The union has applied to cover the areas of Kimberley, the Eastern Cape, the Orange Free State, and the Transvaal.

The application comes in the year when the union has its elections for all office-bearers from branch level to national executive.

Nominations for all positions have to be submitted before April, 30 and the new offices are taken over in July.

NOTICE 290 OF 1980
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the Wine, Spirit and Allied Workers' Union of South Africa. Particulars of the application are reflected in the subjoined table.

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KENNISGEWING 290 VAN 1980
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Wine Spirit and Allied Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk

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Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABLE

TABEL

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Name of trade union—Wine, Spirits and Allied Workers' Union of South Africa

Naam van vakvereniging—Wine, Spirit and Allied Workers' Union of South Africa

Date on which application was lodged—9 November 1979

Datum waarop aansoek ingedien is—9 November 1979

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Interests and area in respect of which application is made—White persons and Coloured persons, who are employees for purposes of the Act and who are employed in the Wine and Spirit Manufacturing Industry, in the Magisterial Districts of Bloemfontein, Calitzdorp, Clanwilliam, Durban, East London, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Klip River, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oudtshoorn, Paarl, Pietermaritzburg, Piketberg, Pinetown Port Elizabeth, Pretoria, Robertson, Somerset West, Stellenbosch, Swellendam, The Cape, Tulbagh, Van Rhynsdorp, Virginia, Vredendal, Vryburg, Wellington, Welkom and Worcester

Belange en gebied ten opsigte waarvan aansoek gedoen word—Blanke en Gekleurdes, wat vir die doeleindes van die Wet werknemers is en in die Wyn- en Spiritualeenywerheid in diens is in die landdrostdistrikte Bloemfontein, Calitzdorp, Clanwilliam, Die Kaap, Durban, Germiston, George, Gordonia, Hartswater, Herbert, Jacobsdal, Kimberley, King William's Town, Klerksdorp, Kliprivier, Kroonstad, Ladismith, Lower Umfolozi, Malmesbury, Montagu, Oos-Londen Oudtshoorn, Paarl Pietermaritzburg, Piketberg, Pinetown Port Elizabeth, Pretoria, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Tulbach, Vanrhynsdorp, Virginia, Viedendal, Vryburg, Wellington, Welkom en Worcester

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"Wine and Spirit Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing wine, other fermented beverages and spirits as defined in the Wine, Other Fermented Beverages and Spirits Act, No 25 of 1957, and the expression "manufacturing" includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

"Wyn- en Spiritualeenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om wyn, ander gegiste drank en spiritualee, soos omskryf in die Wet op Wyn, Ander Gegiste Drank en Spiritualee, No 25 van 1957, te vervaardig, en die uitdrukking "vervaardig" omvat die versnyding en meng, en die verkoop of verspreiding of verkoop en verspreiding van sodanige drank vanaf enige bedryfsinrigting, ongeag of die werkgewer ook drank vanaf sodanige bedryfsinrigting verkoop of versprei of verkoop en versprei wat hy uit ander oorde verkry het, indien en solank—

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(a) he sells or distributes or sells and distributes liquor in wholesale quantities, and

(a) hy drank in groothandelshoeveelhede verkoop of versprei of verkoop en versprei, en

(b) he sells or distributes or sells and distributes mainly his own manufactured products,

(b) hy hoofsaaklik sy eie gefabriseerde produkte verkoop of versprei of verkoop en versprei,

and includes all operations incidental thereto or consequent thereon

en omvat alle daarmee gepaard gaande en daaruit voort-spruitende werksaamhede

Postal address of applicant—P O Box 6779, Johannesburg, 2000

Posadres van applikant—Posbus 6779, Johannesburg, 2000

Office address of applicant—Garment Centre, 75 End Street, Johannesburg, 2001

Kantooradres van applikant—Garment Centre, End-straat 75, Johannesburg, 2001

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Attention is drawn to the following requirements of section 4 of the Act

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Industrial Registrar
(25 April 1980)

J N HITCHCOCK, Nywerheidsregistrator
(25 April 1980)

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New bid to oust
PE union leaders

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PORT ELIZABETH — Workers at the Ford factory here are pressing ahead with attempts to remove their local union leadership from office. They have demanded a general meeting of union members to discuss ousting office-bearers

The union is the black United Automobile Workers, which is affiliated to Fosatu. One of the targets of the campaign is Mr John Mke, president of Fosatu, which is regarded as a "militant" organisation by employers.

The chief cause of the dissent is the recent strike at Ford. Dissenters, most of whom belong to the Port Elizabeth Black Civic Organisation, claim that local union leadership was "pro-management" during the strike

At a meeting at the weekend, the dissidents decided to send a letter to the union, demanding a general meeting of members to discuss removing the union's Port Elizabeth branch executive

Earlier this month, workers adopted a no-confidence motion in the executive and demanded its resignation. But the executive refused to resign,

saying its dismissal was unconstitutional.

At the weekend meeting, Mr Dumile Makhanda, who heads an action committee which is attempting to remove the union leadership, said his committee had decided "to adopt a more constitutional approach"

They had decided to write to the branch executive demanding a general meeting within 30 days. If this was not complied with, workers would elect their own executive.

If the present executive refused to hand over the branch's property to the committee, legal action would be taken, Makhanda said.

The chief reason given for the move was dissatisfaction with the handling of the Ford dispute. But other claims made at the meeting were that six members of the branch committee had been "unconstitutionally" sacked and that workers were dissatisfied with the executive's last financial report.

Dissatisfaction with the running of the union was also expressed.

Union officials were unavailable for comment yesterday — DDC

New black union a triumph for Lucy Mvubelo

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For years Mrs Lucy Mvubelo has fought for the recognition of black trade unions with full privileges and rights.

"I never thought it would happen in my lifetime," she said. "But I am so pleased. I feel now that my work is done"

In 1974 the National Union of Clothing Workers submitted a memorandum to the Minister of Labour seeking recognition. At that stage the union had 18 000 members.

The Minister was adamant that there was legislation regulating black workers in industry and commerce, but the union continued to press for a meeting with him and on March 21 in 1975 a deputation saw him.

The union leaders described their position and indicated that the structure as it was then made black unions weak and powerless in spite of their numbers.

"The functions of a union are to bargain and negotiate with employers on behalf of their members," said Mrs Mvubelo. "But without Government recognition, we could not participate in all these negotiations."

Mrs Mvubelo said her union, while remaining a black union for the time being, was not dismissing the idea of mixed unions.

"A number of unions have been granted exemptions to become integrated. For those which have never had organised black workers, it is an opportunity to be organised in already well-established unions."

She believed the same privileges would be given to each racial group in these unions.

UNITY

"There will not be white or black domination. Only people working together as workers," she said.

"Such members have proved to the Government that both black and white can stand together. I am in favour of progressive trade union unity."

For the time being the NUCW will remain a black union belonging to the Federation of Garment Trade Unions.

Although its numbers would give it the power to dominate a mixed union, Mrs Mvubelo said. "We do not want to dominate, we want the same status as other groups. This is why we have established the Federation." But, she said, a mixed union would be something to consider in the future.

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INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Clothing Workers (S A) Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—National Union of Clothing Workers (S A).

Date on which application was lodged—28 March 1980

Interests and area in respect of which application is made.—Black persons who are employees for purposes of the Act and who are employed in any branch of the Garment-Making Industry in the Magisterial Districts of East London, Kimberley and The Cape, and the Provinces of the Orange Free State and Transvaal.

“Garment-Making Industry” means the making in whole or in part of all classes of ladies’, men’s and/or children’s outer and/or undergarments, including uniforms, nightwear, knitwear, headwear, helmets, caps, stitched utility hats made of textile, felt and/or straw fabrics; ladies’ and/or girls’ shaped, blocked, trimmed and/or modelled hats, including the alteration or repair thereof, except alterations done incidentally to the sale by retail of a hat in a shop, ties, scarves, stockings, socks, mittens, suspenders, brassières, foundation garments, belts other than leather or plastic belts, handkerchiefs and/or linen, and the making of all classes of garment to the order of any Government departments, provincial administrations, the S A. Railways, Harbours and Airways, and/or local authorities; and includes any process in or branch of such making and all operations incidental thereto or consequent thereon,

comprising, *inter alia*, the designing and making of patterns, marking-in, cutting or chopping-out, machining, cleaning, finishing, embroidery and pressing, whether or not some or all of such operations are performed in establishments which make such garments, but does not include bespoke tailoring or bespoke dressmaking and the manufacture of wearing apparel made from furs and pelts.

Postal address of applicant.—P.O. Box 7288, Johannesburg, 2000.

Office address of applicant.—Garment Centre, 75 End Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representatives of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar.

(2 May 1980)

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WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Clothing Workers (S A.) Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Clothing Workers (S A)

Datum waarop aansoek ingedien is—28 Maart 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die toepassing van die Wet werknemers is en wat in diens is in enige tak van die Kleremakersbedryf in die landdrostdistrikte Oos-Londen, Kimberley, Die Kaap en die provinsies Oranje-Vrystaat en Transvaal.

“Kleremakersbedryf” beteken die maak, in geheel of gedeeltelik, van alle klasse dames-, mans- en/of kinderbo- en/of -onderklere, insluitende uniforms, nagklere, breidrag, hoeddrag, helmets, pette, geskikte drahoede gemaak van tekstiel, vilt en/of strooistowwe; dames- en/of meisies- gefatsoeneerde, geblokte, getooide en/of gemodelleerde hoede, insluitende die verstelling of herstel daarvan, uitgesonderd verstellings wat gedoen word in verband met die verkoop in die kleinhandel van 'n hoed in 'n winkel; dassie, serpe, kouse, sokkies, moffies, kousophouers, buustelyfies, vormdrag, gordels, uitgesonderd leer- of plastiek-gordels, sakdoeke en/of linnegoed, en die maak van alle klasse kledingstukke op bestelling van enige Staatsdepartement, provinsiale administrasie, die S A Spoorwee, Hawens en Lugdiens, en/of plaaslike owerhede, en sluit in enige proses in of tak van sodanige maak en alle werksaamhede in verband daarmee of voortspruitend daaruit, wat onder

andere omvat die ontwerp en maak van patrone, afmerk, sny of uitsny, masjienwerk, skoonmaak, afwerking, borduurwerk en parswerk, hetsy sommige van of al sodanige werksaamhede in bedryfsinrigtings vir die maak van sodanige kledingstukke verrig word al dan nie, maar sluit nie maatsnyery of dameskleremakery op maat en die vervaardiging van klere wat van pels en velle gemaak word, in nie.

Posadres van applikant—Posbus 7288, Johannesburg, 2000

Kantooradres van applikant.—Garment Centre, Endstraat 75, Johannesburg, 2000.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrator

(2 Mei 1980)

Building unions in 'change of heart'

STAR 5/5/80 33
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36
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By Sieg Hannig

Building trade unions in the Transvaal have admitted a number of blacks into semi-skilled positions in spite of an employer spokesman's claim that they are refusing to do so. The claim by M. Z. L. "Basie" Pretorius, director of the Witwatersrand Master Builders' Association, was disproved on Friday.

"Contrary to all expectations, we had reasonable co-operation from the trade unions on Friday," Mr. Pretorius confirmed today.

He said nine employers' applications for the use of

semi-skilled "Grade I" operatives were passed and three were rejected. He attributed this to a change of heart among the unions.

Mr. R. Beech, general secretary of the Amalgamated Union of Building Trade Workers, said employers had decided on confrontation with the unions and were using every possible means to achieve this. He admitted that the unions had had a 'heated' meeting with employers the night before. Mr. Pretorius issued his first statement on the subject.

Post 9/5/80

Do not stall change says union boss

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THE surest way for South African trade unions to lose everything was to talk of change and then "play foxy tricks to frus-

trate the removal of job discrimination". Mr A J van der Watt said yesterday.

The General Secretary of the SA Boilermakers Union said that unbelievably there were those who thought they could get away with such actions. They forgot that once an action affected more than one person it was bound to come out into the open.

Mr Van der Watt said such people were "scared out of their wits".

They were afraid of any worker who did not belong to the same population group.

As a result they resisted change. Such people included bosses, trade unionists and politicians who were "ready with a lot of big talk" but who hesitate to back this up with action.

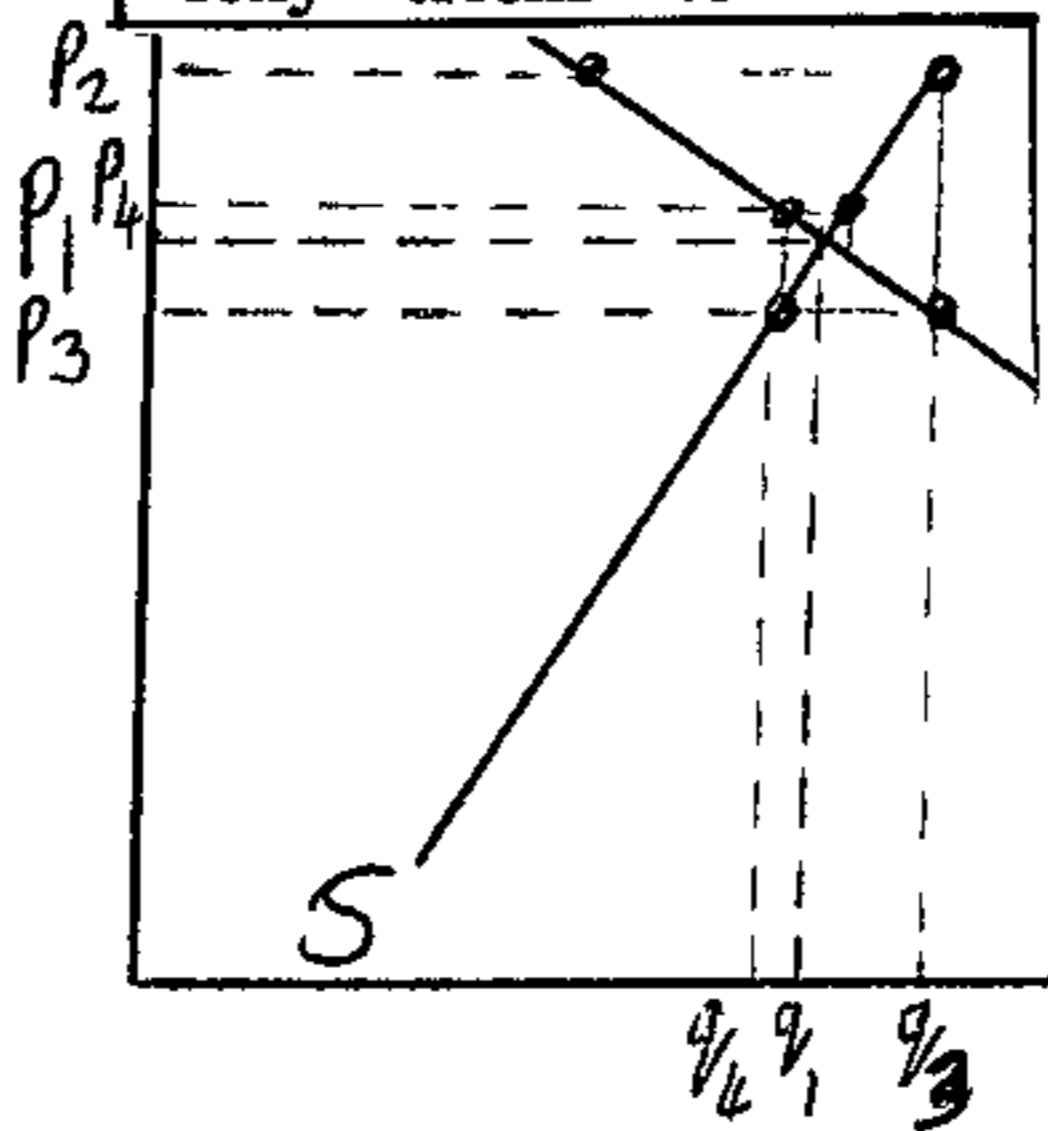
Mr Van der Watt said trade unions could only fulfil their responsibilities if they were totally honest and committed to bringing about a new deal for all. He appealed to members to have the courage to take up the opportunities of the moment.

The SA Boilermakers, he said had started preparing for change.

It had established that it was a multi-racial union and was set to expand to such an extent that it could protect the interests of all workers in its sphere "on an equal footing".

It had made it clear, through a number of agreements, that it was not prepared to allow its trades to be fragmented, or to allow declining standards in craftsmanship.

Mr Van der Watt said this would eventually ensure a "decent future here at home" and recognition internationally.



The demand curve shows at each price. The supply will be supplied based on equilibrium is at P_1, Q_1 and P rises to P_2 . decide to supply Q_2 the brought onto the market brought at P_3 , so price farmers will decide when this is brought rise to P_4 in order be seen that the equilibrium. If the when the Demand curve supply curve, the market will

will be demanded as what they are prices. it is disturbed farmers will when this is only be Q_3 . At this the fall year the price will fall. It can back towards w this policy etc than the have a stable equit.

Tucsa parallel union's are doomed to failure, says new in-depth labour study

195

ALTHOUGH South Africa's first parallel union was established more than 40 years ago, there has, under the wing of the Trade Union Council of South Africa, been a dramatic upsurge in this type of trade union activity in the past three years

The reason for this, according to Witwatersrand Development Studies graduate Mr Paul Hendler, is that bosses and skilled white workers are using these unions in an attempt to control the increasing militancy of the country's black workers.

But says Mr Hendler, Tucsa's parallel union movement is doomed to failure.

And the reason for this failure, he says in his recently completed Honours thesis — the first detailed analysis of the day-to-day workings of these parallel unions ever done — is that these unions are failing to help black workers with even their most basic problems.

Most of Tucsa's parallel (racially separate) unions were established by white "parent" unions affiliated to Tucsa. While workers felt a need to control black workers in the same industry who might pose a threat to their jobs.

It often happens that the same officials administer both the parent and the parallel union

Mr Hendler says that many of these officials are completely out of touch with the needs of the black workers they claim to represent, and some even see workers' grievances from the point of view of the bosses.

One example of this, says Mr Hendler in his thesis, is provided by Tucsa's parallel union for the electronics, television and radio manufacturer.

To Page 9

From Page 8

ing industry in the Transvaal, the TRTEAWU. Mr E McBain Charles, a full-time union official of the TRTEAWU, believes that workers' grievances stem mainly from their own "lack of responsibility". "They tell you lies," said Mr Charles, in an interview with Mr Hendler "because once you take this story up to management you find it's a different story. A long list of absences and latecomings."

Comments Mr Hendler: "This attitude shows no understanding of the possibility that the conduct of these workers could be a sign of their dissatisfaction with their working conditions."

A similar attitude was adopted by Mr Freddie Swarts, an official of the African Leather Workers' Union, where workers had been complaining bitterly

CON-1

about victimisation and were becoming increasingly suspicious of the union.

Mr Swarts felt that there were "two sides to every story" and knew of no worker in the industry who had been victimised for trade union activity.

His attitude towards the workers was that "by nature these people are suspicious," says Mr Hendler.

Mr Hendler says that the degree to which members of some of Tucsasa's parallel unions exercise real control over the unions' affairs is "questionable to say the least".

One veteran trade unionist told him: "The idea of a parallel union is to keep the union tame, under the control of the Tucsasa leaders. And some of these Tucsasa unions want the union directly, not even indirectly, under their control. When a particular person started the black (parallel) union in the banking industry I asked him how he could

justify being secretary of a black union — surely it should have been led by a black person.

"He said to me: 'You mean we are going to pay R10 000 and let them do what they bloody well like? We haven't spent all that money just so that they should run away with themselves and become friends of the ANC?'"

ordinary members' participation in decision making

He says there will be no factory-floor worker committees, which are regarded as vital by independent unions.

The lowest level of union organisation will be a provincial committee, and there is to be a secrecy clause which will prohibit committee members from

Mr Hendler says that many parallel unions have undemocratic decision-making structures.

The Motor Industry Workers' Union of South Africa plans to adopt a structure that will, he says, "severely limit"

discussing the contents of committee meetings with anyone else.

"These are incredible constraints on democracy," says Mr Hendler.

Because it's in the interests of employers to have parallel, rather than

'They (the workers) tell you lies' — Tucsasa official

independent, unions in their factories, they actively support them.

In the banking industry, says Mr Hendler, both Barclays and the Standard Bank have written to their employees asking them to join the Tucsasa-affiliated parallel union, the South African Bank Employees' Union.

Last year the management of a foundry in Durban was seen dishing out forms advertising the Tucsasa-affiliated Engineering and Industrial Workers' Union to its workers.

Similarly, in September last year at SA General Electric, says Mr Hendler, the black personnel officer helped recruit for the Electrical and Allied Workers' Union of South Africa, and "warned the workers not to get involved with unregistered unions."

The Transvaal secretary of the Motor Industries Workers' Union of South Africa, Mr East, told Mr Hendler: "In some companies it (working with the bosses) works for us, in others against us."

And a union movement that is unwilling to support its workers in this way, he says, is doomed to failure. — SUNDAY POST Reporter.

Most of the Tucsasa affiliates covered in his study would never support a boycott or an illegal strike, which very often is the only direct action that workers are able to take, he says.

Higher wages, can't be separated from everyday problems of black workers law is inextricably linked with the influx control, or getting the vote.

And in South Africa, he says, the law is inextricably linked with the everyday problems of black workers. Higher wages, can't be separated from influx control, or getting the vote.

Mr Hendler says that the most important reason why the Tucsasa parallel unions won't work is that they will generally only operate within the law and don't co-operate."

RDM 21/5/80
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Late trading: Shop workers set conditions

By STEVEN FRIEDMAN
Labour Reporter

THE National Union of Distributive Workers, the sole union representing white shop workers, says it will "consider" agreeing to Saturday afternoon trading — subject to certain conditions.

This decision is contained in a resolution adopted this week at the union's bi-annual conference in Cape Town. The text of the resolution was released in Johannesburg yesterday.

The union says it has adopted the resolution in response to "the recent agitation for late night and weekend trading sponsored by the South African Property Owners Association, among others".

The resolution argues that

claims that longer shop hours will benefit consumers are "a blind" to enable property owners to make greater profits. It says longer trading hours will not serve "the real interests of consumers".

For the past few years unions representing shop workers of all races have waged a constant battle against the extension of shop hours.

Some employers, together with other groups, have been urging longer shop hours, arguing that this would be in the interests of consumers.

The final decision on the issue rests with provincial administrators.

Some major stores are, however, opposed to longer shop hours, arguing that such a

move would merely increase stores' costs.

The conditions which the resolution has spelt out for the introduction of Saturday-afternoon shopping are

- That shop workers are assured of a five-day, 40-hour working week with two consecutive full days off,
- That "satisfactory" public transport is guaranteed for workers or that employees guarantee to provide "satisfactory transport arrangements", and
- That Saturday afternoon work is remunerated at "special rates of pay even if it falls within the normal shift of the worker".

The resolution adds that, if longer shop hours than those being considered by the union are "foisted on the public", it will demand that Government, provincial and local authorities institute similar hours to those in shops "so as to enable the public to attend to their personal affairs".

The resolution parodies arguments for longer shop hours by arguing that the opening hours of official institutions "should not unduly inconvenience the public, including tourists and holiday makers" and should therefore be in line with shop hours.

It says shop rentals in many shopping centres are linked to turnover and that the "agitation" by property owners was thus "clearly motivated" by a desire for higher rentals and thus greater profits.

Longer trading hours will only lead to an increase in the cost of consumer goods and will also increase "the social evils which trade unions and others have fought to minimise", the resolution says.

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Post 22/5/80

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Union spells out conditions

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THE National Union of Distributive Workers has said it will only agree to Saturday afternoon trading provided certain conditions are met:

- An assurance of a five-day, 40-hour working week with two full consecutive days off.
- Satisfactory transport services or the guarantee from employers of satisfactory transport arrangements
- All work on Saturdays to be remunerated at a special rate — even if this falls within the normal shift of the worker.

The union adds that it will make further demands if longer hours are introduced — in addition to those under consideration

It says it will call on Government, provincial and local authorities to institute standard opening hours for their offices similar to those in the retail trade.

The union maintains this would enable people to attend to personal business such as the payment of licences and water and electricity bills. It has also said it will demand the opening of the Post Office, Receiver of Revenue office and the office of the Department of Manpower Utilisation at "more convenient hours"

The union claims the real interests of consumers will not be met by longer trading hours but that these will lead to "an increase in the cost of consumer goods" and "an increase in social evils"

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Training for W D H 27/5/80 black staff 135 attacked at labour talks

By GERALD REILLY
 Pretoria Bureau

LABOUR leaders yesterday condemned a large section of private sector employers for neglecting in-service training of black workers

They called for an urgent intensification of education and training programmes "or the boom balloon will burst".

They were commenting on a finding of a recent survey by the School of Business Leadership of the University of South Africa that in spite of substantial tax concessions, the private sector was "dragging its feet" in terms of real training — "especially of the technical side of black education".

At a conference on "black advancement" in Pretoria last week, it was claimed there was limited black advancement action on the part of employers

A warning was sounded that the growing black urbanisation would result in a new generation who would not be prepared to accept the status quo

It was stated, too, that the average white manager had little understanding of black workers because of the political emphasis on separation

The president of the Trade Union Council of South Africa (TUCSA), Mr André Malherbe, said that while there were a limited number of private sector organisations with comprehensive training programmes, there were many others making no or far too little effort to train black workers

"Some employers are taking the easy way out. They are poaching black staff from organisations with training programmes."

Mr Malherbe said he supported a levy scheme whereby employers would pay a levy to the Government for the establishment of training centres. Those organisations with in-service training programmes would be able to claim rebates on the levy

Mr Malherbe said the Government should use "a bit more muscle" to ensure employers played a maximum role in training their black workers

The president of the Garment Workers' Union, Senator Anna Scheepers, said it was essential for the economic and social welfare of the country that employers were made to involve themselves in training their workers for better paid jobs.

"Poaching of trained black staff from companies with training programmes by others who have none is becoming a menace."

Sen Scheepers agreed with leading economists that the "economic boom could burst" unless swift action was taken to greatly accelerate the training of black workers.

An Afrikaanse Handelsinstituut economist, Dr P J D Viljoen, agreed far too little was being done to step up the selection and training of black workers in the private sector. A heavier emphasis should also be placed on the selection process, he said

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A spokesman for the Association of Chambers of Commerce said Assocom had urged its members to take advantage of tax concessions available for training their black workers

"We are also urging them to be prepared to place people of all races in jobs provided they are capable of doing the work," he said.

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Right-wing bows to Wiehahn reports

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By Sieg Hannig

The right wing South African Confederation of Labour has bowed to the Government's strategy by voting against a conference over the Wiehahn reforms.

This emerged from a brief statement issued yesterday after Sacla's executive committee debate on a report calling for the complete reversal of the major Wiehahn reforms.

The statement said "After discussion of the report, the committee (which compiled it) was thanked for the work put into it and the matter was regarded as being closed.

"Matters of importance are to be taken out of the report and discussed with the relevant Minister at the appropriate time."

One of the executive committee members who took this decision, Mr Sarel van der Berg of the Johannesburg Municipal Employees' Association,

commented "The effect of the resolution is that the report is dead."

Mr P J "Arie" Paulus, the most outspoken opponent of the Wiehahn reforms and the convenor of the five man committee which compiled the controversial report, expressed his satisfaction with the outcome of yesterday's meeting.

The decision is not expected to win back the 42 000 strong South African Association of Municipal Employees, which resigned from Sacla a few months ago and is now trying to form an alternative body.

Work stops as 200 ask for more

APL Times 28/5/80

Staff Reporter

ABOUT 200 workers at a knitwear company in Steenberg refused to work for several hours yesterday, demanding an increase in attendance allowance.

The employees of Towles Edgar Jacobs Limited (Tej) said they had been receiving R1 a week attendance allowance and demanded a R3 increase.

The allowance is aimed at increasing worker attendance, stimulating production and encouraging workers to arrive at work punctually.

A statement released by the director of the company, Mr A Kirkwood, said there had been a brief stoppage of work in the dress department.

Mr Kirkwood said the Garment Workers Union (GWU), which represents the workers, had already negotiated a 10 percent increase for all knitting employees.

Because of the increase in bus fares and the rising living costs, some of the workers are also asking for an increase in attendance bonuses. "We have asked that the

matter be referred to the Garment Workers Union and have undertaken to investigate adjustments to incentive bonus schemes which we operate," he said.

Mr Kirkwood said an answer to the question of an adjustment to the incentive bonus could be expected towards the end of June.

Regarding the workers' demand for an increase in the attendance bonus, he said the matter had been referred to the GWU as the company did not wish to act unilaterally. If the GWU's representation to the Industrial Council was unsuccessful, the company would not accede to the workers' demand.

But if the Industrial Council decides that all employers should give their employees an increase in attendance allowance, we will obviously do so," Mr Kirkwood said.

The workers, who returned to work shortly after 2 pm yesterday, complained that although they had received a 10 percent increase in wages, the R1 attendance allowance, which they assumed was to cover the cost of their bus fares, was too little.

However, a spokesman for the GWU said the increase in bus fares was one of the examples cited in the union's request for an increase in wages for the workers.



Striking workers at the Tej knitwear factory in Steenberg during their lunch-break yesterday

INDUSTRIAL CONCILIATION ACT, 1956 ¹³⁵

WET OP NYWERHEIDSVERSOENING, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

AANSOEFK OM VFRANDERING VAN DIE REGISTRASIEBESIFK VAN 'N VAKVERENIGING

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. Particulars of the application are reflected in the subjoined table

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie bestek ontvang is van die African Transport Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk

STAATSKOERANT, 30 MEI 1980

No 7041 27

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboria-gebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABLE

TABEL

Name of trade union—African Transport Workers' Union.

Naam van vakvereniging—African Transport Workers' Union

Date on which application was lodged—18 April 1980

Datum waarop aansoek ingedien is—18 April 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed as drivers and van salesmen in the Baking Industry in the Magisterial District of Brakpan

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as drywers en bestelwaverkoopsmanne in die Baknywerheid in die landdrostdistrik Brakpan

“Baking Industry” means the industry in which employers and employees are associated for the purpose of making or manufacturing bread and/or confectionery for sale, and includes the distribution by such employers and/or employees of bread or confectionery or both, and further includes all operations incidental to or consequent on any of the aforesaid activities

“Baknywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak of te vervaardig, met inbegrip van die distribusie deur sodanige werkgewers en/of werknemers van brood of banket of albei, en sluit verder alle handelingne in wat met bogenoemde werksaamhede in verband staan of daaruit voortvloei

Postal address of applicant—P O Box 19, Johannesburg, 2000

Posadres van applikant—Posbus 19, Johannesburg, 2000

Office address of applicant—Sixth Floor Cape York House, 252 Jeppe Street, Johannesburg

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

(b) Die prosedure soos voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Industrial Registrar
(30 May 1980)

J N HITCHCOCK, Nywerheidsregistrator
(30 Mei 1980)

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Leaders slate Mrs Mvubelo on investment stand

Post 11/6/80
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THE National Union of Clothing Workers' secretary-general, Miss Lucy Mvubelo, came under fire from leading blacks in Johannesburg yesterday for making 'pro-foreign investment' statements.

In reaction to Miss Mvubelo's interview with SATV on Monday in which she said foreign companies should be encouraged to invest in this country for the good of the black people, those interviewed retorted: "Foreign investment has failed to uplift blacks' lives in this country."

Mr T W Kambule, mathematics lecturer at Wits University, said: "It is a pity that Miss Mvubelo is not in touch with the current black thinking. What she says during some of these interviews, is just what her interviewers would like to hear."

"If the SA TV was

sincere in its reporting of events in this country, they would have interviewed more than one black person to deduce an impartial view"

Chairman of the Committee of Ten, Dr Nthato Motlana, said he would not comment

PROBLEM

"Let's leave it first," he said. "I want to comment on a wider context in the way Lucy is being used by the Government propaganda agency in their fight against Bishop Tutu and the SACC"

Mr Tom Manthata, an executive of the Soweto Committee of Ten, said "Foreign investment is not a black man's problem. It is a South African whites, Government and foreign investors' problem."

"The Government seeks recognition of and de-

fence from the Western governments by holding them hostage in defence of their properties in this country

"Foreign companies are motivated by cheap labour where they are defended by the Government in its denial of black workers' rights," he said

Mr Fanyana Mazibuko secretary of the Soweto Teachers Action Committee, said "A high percentage of foreign investors do not comply with the Sullivan Code of Conduct which among other things advocate equal pay for equal work

"Under such circumstances it is pointless to advocate foreign investment when this serves no good purpose in uplifting the lot of the black people in this country."

But Miss Mvubelo stood by her statement, when

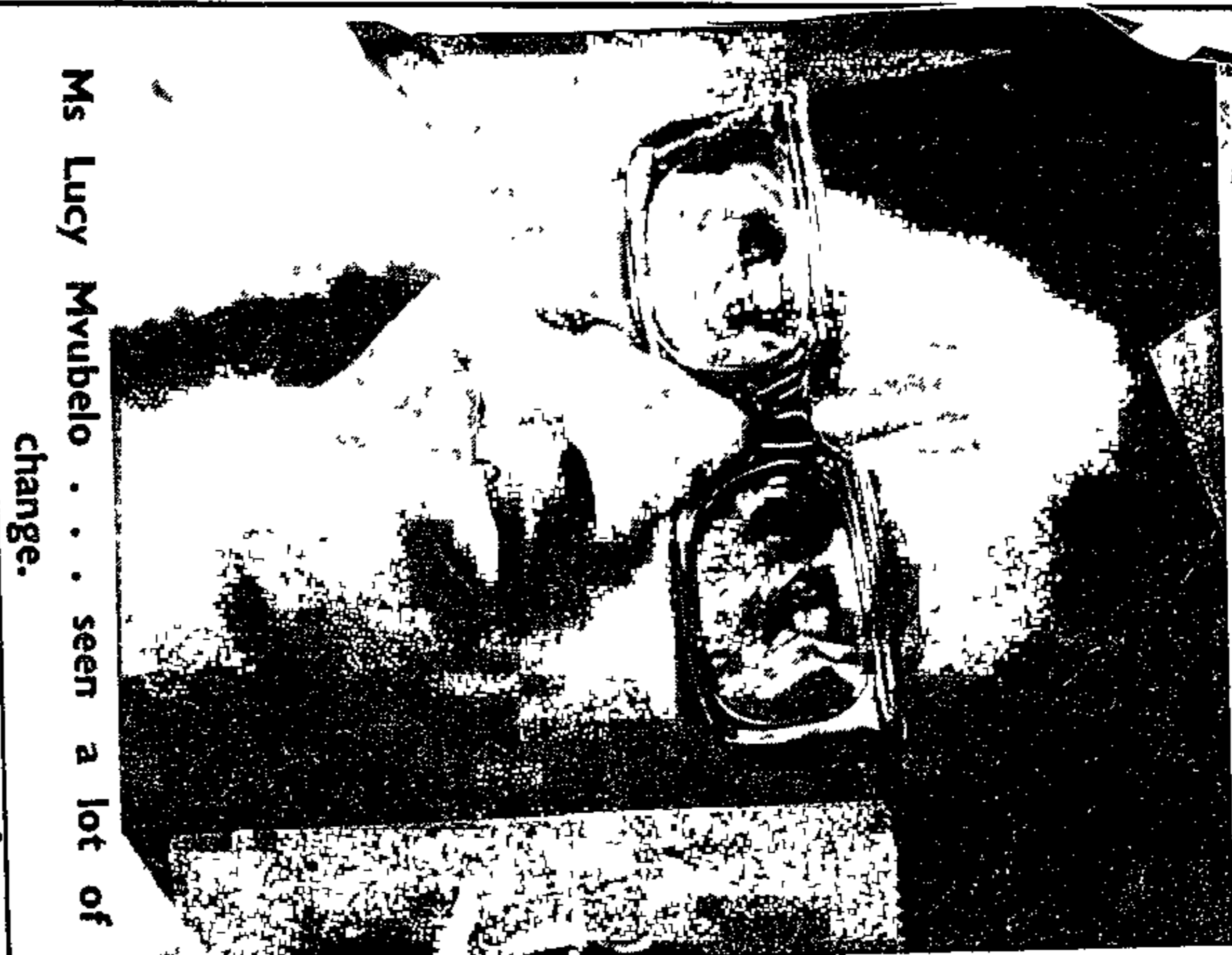
she said "I have seen a lot of change for the betterment of the black people. Today black artisans are employed on the same basis as their white counterparts

"Gone are the days when black matriculants were messengers" -- Sapa

NOTE CAREFUL

- 1 Enter at the top of the block on the right side of the page the name of the institution you are attending.
- 2 Blue or black ink only. Blue answers The answers must be written in blue or black ink. Underlining, erasing, pencil may also be used.
- 3 Names must be written in full (e.g. graph paper, examination book).

Any dishonesty will be dealt with severely.



Ms Lucy Mvubelo . . . seen a lot of change.

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STAR 11/6/80
Dismay over ban on funds

By Sieg Hannig

There will be a "definite increase" in international pressure on South Africa as a result of the Government's ban on fund-raising by the Federation of South African Trade Unions, says a union leader.

The president of the non-racial Trade Union Council of South Africa, Mr Andre Malherbe, pointed out today that the International Labour Conference is in session in Geneva at the moment and will debate South Africa's labour legislation and reforms.

"Tucsa is seeking legal

opinion on the implications of the Fundraising Act," Mr Malherbe said.

"Our major objection is that another department is interfering in labour affairs."

"If the Government has any objection to any labour organisation, surely the Department of Manpower Utilisation should be handling it in terms of labour legislation."

The Fosatu ban has been imposed by the Department of Social Welfare and Pensions.

Mr Malherbe said the gravity of the ban hinged on whether it covered membership subscriptions.

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'I'm no stooge' says Lucy

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S. 15/6/80



Ms Mvubelo

By Z B MOLEFE

IT WAS unfortunate that some people were using the pro and anti-foreign investment debate in South Africa as a political stunt, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers said this week

She was reacting to attacks from leading blacks in Johannesburg after she featured in a SATV interview on Monday in which she advocated continued foreign investment in South Africa

In 1971, during a visit to the USA, Mrs Mvubelo said, "I made it clear to some congressmen disinvestment would be detrimental to my people." And she still stands by that.

Mrs Mvubelo recalled her years of struggle in the labour movement, especially when she addressed a conference in Sweden on the evils of the pass system. On her return she was interrogated by the Security Police

"Does that make me a supporter of the Government? Why am I called a Government agent when all these years I have been concerned about the lot of the black worker in this country?"

What is her political outlook? Says Mrs Mvubelo. "I believe that the Prime Minister was getting to grips at last with the question of change in our country in the conference (which Mr P. W. Botha held at the Carlton Hotel last November)."

Pay talks enter final stage

Pretoria Bureau

NEGOTIATIONS for a 12 1/2% wage increase from July 5 for the 23 000 workers in the clothing industry should be completed later this week the president of the Garment Workers Union of South Africa, Senator Anna Scheepers, said yesterday

Senator Scheepers said the bulk of the industry's work force — 20 000 of them black — earned wages below the poverty datum line

The average was about R30 a week while the PDI was about R45 a week

She warned that workers in the industry were restless, and unless reasonable financial relief was granted an 'explosive situation could develop'

"The workers in this industry have had a raw deal for many years. They are among the lowest paid in the country"

Senator Scheepers said at this week's meeting of the industry's industrial council they would also demand a further wage increase of 10%, effective from early next year

CAPL TION 45
18/6/60

New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multi-national basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said.

Sapa

Objectivity her trade mark

Articulation, ardour and alacrity have been three As for Senator Anna Scheepers' Senate record.

For six years in an untiring and unruffled manner she brought home the critical need for a strong and satisfied labour force, equal pay for the same job and separate taxation for a married woman and her husband.

"It was laborious at the best of times but I think I've changed a couple of views. Mainly because by remaining persistent on issues - I felt strongly about, people began seeing things my way. Now looking back I can even detect a noticeable change in the Government's attitude.

"Even though I enjoyed my years in the Senate, I'm not going to be sentimental. All that time is now going to be put to use in the trade union movement"

Senator Scheepers, who has been the president of the Garment Workers' Union for 42 years, feels that scrapping the Senate was unnecessary because instead it could have been enlarged to accommodate members of all race groups

"Unfortunately the Senate has been underplayed by the Press, even in our debates about the Information scandal. Also, during this year's third reading of the Budget debate Senator Swanepoel and Senator Henderson made such good policy statements... they spoke like leaders in a multiracial

STAR 19/6/80 (135)
The Senate's 70-year existence has come to an end, and with it the departure of that woman of substance Senator Anna Scheepers. She was best known during her Parliamentary years for her strong support for the trade union movement. She spoke to Liz van den Niewenhof of Cape Town.

country and yet hardly received any Press coverage"

Objectivity has been Senator Scheepers' trademark, enabling her to give praise where it was due, for example with the Wierhahn and Riekert Report.

"Although it's not 100 percent, it's excellent. But its effectiveness has been considerably reduced by the Government's snail pace. So far it has introduced the report's recommendations so slowly that the people affected don't even notice a change for the better"

Senator Scheepers' life and love revolves around the trade union movement and her greatest achievements have hinged on her deep-rooted concern for a healthy labour force reflected in her demand and subsequent success of having all workers registered under one umbrella department, that of the Department of Manpower and Utilisation.

"The Government may not consider the department all that important. But it is because it can either make or break the country"

Although Senator Scheepers' achievements in the Senate read like a grocery checklist it was on March 5 this year that everything that underlines her beliefs came to the

fore during the Censure Debate

In it she pointed out that the 31 long years of apartheid in South Africa contributed to the fostering of terrorism, which grows when there is dissatisfaction among the population.

"I have said repeatedly in Senate that one must negotiate when one is strong and not when one's position has been weakened. We must not wait each time until there are riots and bloodshed before we make concessions. Those people who are subjected to a lack of job opportunities, inadequate housing and poor transport services build up grievances and it is among these people that the agitators can go to work."

Senator Scheepers' outspokenness has often made her a target in Senate debates. Unperturbed she continued to give her views on job reservation, the recognition of black trade unions and the training of black workers.

Her frankness also stems from a determination to make all black and coloured people realise that there are white people, particularly Afrikaners, who will fight for justice for them.



SENATOR ANNA SCHEEPERS — "scrapping the Senate was unnecessary."

"As long as I am in the position to do so, I will state my views which will be against Nationalist policy unless they change it or allow the Prime Minister to come forward with a new dispensation."

A feather in Senator Scheepers' cap was the abolition of section 3 of the Environment Planning Act after repeated pleas, pointing out the restriction it had on the black industrial labour force. She led four deputations to Ministers, presented memoranda and eventually in March last year it was scrapped

"The Government could have caused the biggest upheaval of all in Soweto had they continued with that section 3 which kept people out of work when work was available for them"

"I'm not a good party politician because I can't build up the same kind of enthusiasm to remain in the run for re-election but even though I realise that life practically depends on politics nowadays I can only be an interested onlooker."

'Harm done to SA image'

By Sieg Hannig

Recent "blunders" by Cabinet Ministers have done more than the school boycotts and riots to harm South Africa's image abroad, says Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa

"The campaign against South Africa has become more intense," Mr Grobbelaar said in Johannesburg today after closely following debates at the International Labour Conference in Geneva

"And its impact on

foreign investment and the lower thought processes of blacks trade with South Africa seems likely to grow

"Foolish statements and actions by Cabinet Ministers have completely nullified the effect of our positive changes," he said

Blunders which 'aggravated the very emotional' climate during this month's anti-apartheid campaign at the International Labour Organisation were

The statement and retraction by the Minister of Posts and Telegraphs, Mr Hennie Smut about

The unauthorised warning that police would use live ammunition against arsonists and looters. This was denied but came across as a "shoot to kill" order from the Minister of Police, Mr Grobbelaar said

The banning of newsmen, and particularly foreign newsmen, from troubled townships

The fund raising ban imposed on the predominantly black Federation of South African Trade Unions Fosatu by the Minister of Health, Welfare and Pensions, Dr L A P A Munnik

"We provide South Africa's detractors and enemies with the ammunition they desperately want," Mr Grobbelaar said

"Subsequent retractions don't help

"Even if the action against Fosatu had been necessary, the timing could not have been more disastrous"

UCT

ATWU second to be registered

(135) Post 24/6/80

THE African Tobacco Workers' Union (ATWU) has been registered under the Government's labour laws, it was announced yesterday.

The ATWU, which has close links with the registered 460 member National Union of Cigarette and Tobacco Workers, is the second black union to be registered under the Industrial Conciliation Act. The union is affiliated to the Trade Union Council of South Africa (Tucsa). Recently, it negotiated successfully with the Tobacco Employers' Association, a wage agreement which increased the minimum wage of black labourers by R6,10 to R49,60 a week.

The new wage rates will come into force as from the first pay day in July for the weekly paid workers.

The present wage agreement — which was negotiated by the NUCTW, expires on September 30 this year, and the new rates were due on October 1. However, the union requested that wage increases be given earlier and that employers advance the increases by three months to the beginning of July.

The agreement has jerked the minimum wages by 14 per cent.

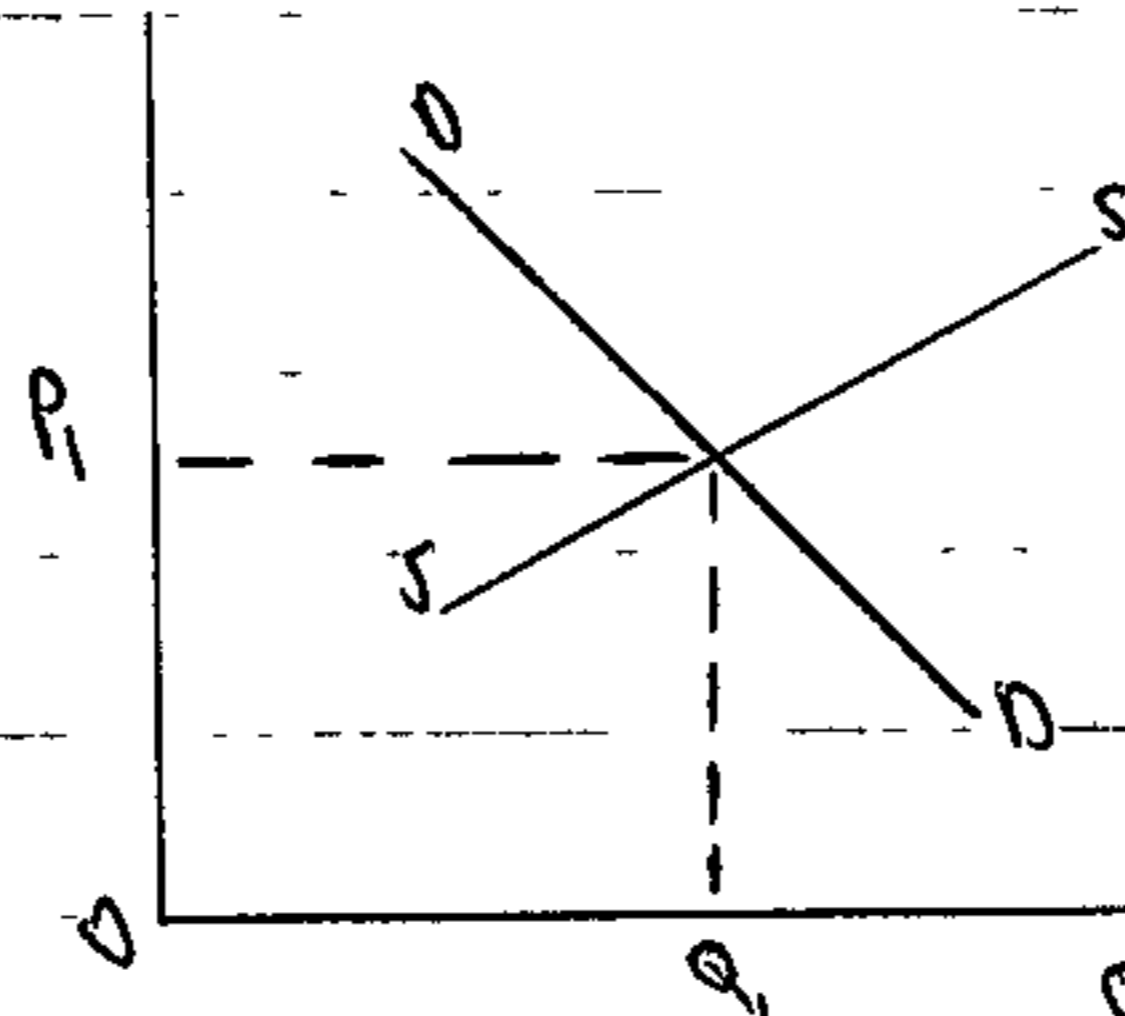
Mr Petrus Mokoena, the union's national or

Yes, it is reason discriminating let us is a market only one buyer do exist when demand monopolist seller. The

rice and price market economy the monopoly there is usually monopoly monopolies yes and no and many seller) is one

of no competition. The buyer creates a demand for the product concerned and the seller creates a supply.

PRICE.



EQUILIBRIUM PRICE FOR MONOPOLY

The quantity demanded is Q_1 at price P_1 . ~~The~~ This is known as the equilibrium price. The seller can withhold supply and by so doing try to increase the price of the product. But the buyer in turn can decrease his demand for the product and by so doing force the seller to decrease the price of the product. Thus there is little change in the long run of the equilibrium price. The equilibrium price usually only changes when one of the determinants of demand (size of population, price of substitutes and complementary goods & availability of substitutes and complementary goods and price of the product) changes. These changes cannot be avoided but in the case of a

Death of City trade unionist

Cape Times 24/6/30 Staff Reporter

135

A FORMER general secretary of both the National Union of Distributive Workers and the National Union of Commercial and Catering Workers, Mr John Raymond Altman, died on Saturday. He was 60.

Mr Altman had been suffering from cancer for a number of years before his death and died in hospital after being admitted on Tuesday last week.

Mrs C H Kay Altman, said her husband had been an advocate but had spent most of his life working for South African trade unions.

After World War II, where he served in Egypt as an information officer for the tank corps, Mr Altman worked for a number of years with the Institute of Race Relations.

In 1919 he went to England, where he spent three years working for the Festival of Britain. While in England, he was appointed branch secretary of the National Union of Distributive Workers for the Witwatersrand area.

In 1954 he moved to Cape Town, where he was appointed president of the union. Two years later, he became the general secretary of the union.

He also served for a number of years as chairman and vice-chairman for the Western Province area of the Trade Union Council of South Africa (TUCSA).

The funeral service will be held tomorrow.

'Blunders' harm SA image more than unrests'

135 Post 2/5/61/42

RECENT "blunders" by Cabinet Ministers have done more than the school boycotts and riots to harm South Africa's image abroad, says Mr Arthur Grobbelaar, general-secretary of the Trade Union Council of South Africa.

"The campaign against South Africa has become more intense," Mr Grobbelaar said in Johannesburg yesterday after closely following debates at the International Labour Conference in Geneva.

"And its impact on foreign investment and trade with South Africa seems likely to grow.

"Foolish statements and actions by Cabinet Ministers have completely nullified the effect of our positive changes," he said.

Blunders which "aggravated the very emotional" climate during this month's anti-apartheid campaign at the International Labour Organisation were.

① The statement and retraction by the Minister of Posts and Telegraphs, Mr Hennie Smit, about the "slower thought processes" of blacks

② The unauthorised warning that police would use live ammunition against

arsonists and looters. This was denied but came across as a "shoot to kill" order from the Minister of Police, Mr Grobbelaar said

③ The banning of newsmen, and particularly foreign newsmen from troubled townships.

④ The fund raising ban imposed on the predominantly black Federation of South African Trade Unions (Fosatu) by the Minister of Health, Welfare and Pensions, Mr L. A. P. A. Munnik

ENEMIES

"We provide South Africa's detractors and enemies with the ammunition they desperately want," Mr Grobbelaar said.

"Subsequent retractions don't help.

"Even if the action against Fosatu had been necessary, the timing could not have been more disastrous.

"The news that six Fosatu Unions were granted

permission to register as non-racial unions came too late to undo the damage at the ILO," Mr Grobbelaar said.

Factory floor 'fun'

a short fuse to racial unrest, say Blacks

Sum Express 29/6/80

HORSEPLAY and racial jokes on the factory floor may seem like innocent fun to Whites but they form part of the issues that are at stake in the current trade union battle for Black support.

Such jokes are often deeply resented by Black workers, a trade union spokesman told the Sunday Express this week. The horseplay could spark serious unrest.

"Black trade unionists consider such incidents degrading and insulting," said Mr Taffy Adler, Transvaal regional secretary of the Federation of South African Trade Unions.

As the struggle between Fosatu and the Trades Union Council of South Africa to win Black support grew increasingly heated this week with charges and counter-charges flying between top union leaders, the Sunday Express investigated the root differences between the two bodies.

The basic distinction is in their on-the-spot methods of settling grievances on the factory floor. Tucsa goes for committees representing workers and management, while Fosatu favours union representation by

JEAN LE MAY PROBES THE TRADE UNION BATTLE FOR BLACK SUPPORT

shop stewards

Fosatu's senior officials tend to be young academics while Tucsa's are middle-aged former factory-workers — and proud of it.

Tucsa, which has existed since 1916, operates from well-equipped offices and does not appear to be short of staff. Fosatu is run from chilly, makeshift premises and is badly understaffed.

Tucsa says it is never flush with cash, but boasts "We get along without a cent from outside SA." But Fosatu got most of its funds from overseas — R300 000 last year alone — until it was prohibited from doing so recently, general secretary Alec Erwin told the Sunday Express.

The Tucsa-Fosatu battle started last year when, following the report of the Wiehahn Commission, the law was changed to allow Black trade

unions to register under the Industrial Conciliation Act.

The battle sometimes descends to mud-slinging, as it did this week when that doyen of trade unionists, Mrs Lucy Mvubelo of the Tucsa-affiliated National Union of Clothing Workers, accused Fosatu of being un-South African. She said the union had been initiated by the International Confederation of Free Trade Unions of Brussels and had the same principles as the exiled SA Congress of Trade Unions.

Mr Erwin denied the charges and described Mrs Mvubelo as "ill-informed and irresponsible."

Fosatu wants non-racial unions operating at factory-floor level through shop stewards, whom it says Black workers consider vital.

It claims to encourage factory-based agreements of which Black workers are kept fully informed. But Tucsa favours the long-established and more conservative approach of parallel, segregated unions formed under the wing of White "mother" unions.

Tucsa agreements are usually negotiated on an industry basis instead of at factory-level. Grievances are dealt with by committees on which both Tucsa and workers are represented or by Tucsa representatives.

Critics of the Tucsa system say that — apart from the segregation of races which is unacceptable to many Black workers — it is effective only in dealing with the problems of the industry as a whole at national level, such as wages and working conditions.

"A parallel union is almost powerless to solve on-the-spot problems

"It has no mandate from the workers," said a critic.

Fosatu claims some managements encourage the formation of parallel unions and alleges that organisers of parallel unions are allowed access to factories while the independent unions are kept out, and that management representatives help organise Tucsa-affiliated parallel unions.

There are documented allegations of intimidation by Black personnel officers and of benefits being allowed to members of parallel unions but not to others.

"For a variety of reasons," claims Fosatu, "it suits both managements and the present registered (White) unions to form an alliance. The unions are being used by the managements."

"Some feel they will gain favour by organising African workers and that, through rapid growth in their memberships, they will be able to use the new labour laws against Fosatu and the independent unions."

However, a Tucsa spokesman denied that the parallel unions — some of which were formed in the 1950s — were ineffective in dealing with on-the-spot grievances.

"What earthly difference does it make if a grievance is dealt with by a shop steward on the factory floor, or by a Tucsa official over the telephone?" he said.

"Some Tucsa-affiliated parallel unions, of which there are nine, have recognised shop stewards anyway."

He admitted that most Tucsa-negotiated agreements were at industry level but said that individual agreements had by no means been ruled out. Mr W M Rogers, managing director of Kellogg SA, told the Sunday Express the company had found Fosatu "constructive."

"We don't agree with everything it says, but on the whole it has been helpful and constructive and acted in the best interests of the workers," he said.

STAR 1/7/80

More SA trade unions are to go nonracial

(134)
(135)
(151)

By Sieg Hannig

At least 100 000 white, coloured and Indian workers are expected to share their trade unions with blacks under authorisations granted by the Government so far

But the ultimate extent of nonracial or mixed trade unionism is likely to be much bigger.

This emerges from a list of unions published by the Trade Union Council of South Africa

The list of 17 unions given authority to operate on a multiracial basis has been overtaken already by an earlier announcement

that applications from 21 unions which want to enrol other race groups have been granted and that more are to be considered

Tucsa's list for the first time names a large number of the affected unions

The largest of the unions authorised to operate as fully mixed unions are the 19 500-strong South African Typographical Union, the 19 200-strong South African Society of Bank Officials, the 18 200-strong National Union of Leather Workers and the 14 000 strong Underground Officials' Associa-

tion.

It was also disclosed today that the membership of the multiracial Tucsa is close to the 300 000 mark

"All indications are that Tucsa will represent 50 percent of the organised work force in the near future," says Labour Mirror, a Tucsa Publication

Noting the permission granted to many trade unions to operate on a multiracial basis, Labour Mirror said:

"This change in policy should in time make Tucsa the fastest growing as well as the largest grouping of trade unions in South Africa"

100 000 to open doors to African workers

POST 2/7/20 135

AT least 100 000 white, coloured and Indian workers are expected to share their trade union with Africans under authorisations granted by the Government so far.

But the ultimate extent of non-racial or mixed trade unionism is likely to be much bigger.

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The list of 17 unions given authority to operate on a multiracial basis has been overtaken by an earlier announcement that applications from 21 unions which want to enrol other race groups have been granted and that more are yet to be considered.

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**New
Job
for
Dulcie
Hartwell**

SAZ Mercury Reporter
NATM 4/7/80 (135)

MISS Dulcie Hartwell of Durban has been elected general secretary of the National Union of Distributive Workers and of the National Union of Commercial Catering and Allied Workers

Miss Hartwell, who was secretary of the Natal branch of the NUDW, takes the place of Mr J R Altman who died last week.

Sixty-four-year-old Miss Hartwell has climbed a long way since she wrote her Junior College Preceptors exam at Boksburg Convent in 1930

During the depression she worked as a machinist in a dress factory and joined the Garment Workers' Union — 'where it all started'

In her varied career she has held the positions, of vice-chairman and assistant secretary of the Garment Workers' Union, secretary of the unemployment fund and the medical aid society of the clothing industry, secretary of the Industrial Council of the Hotel and Liquor Trade and was the first secretary of the Trade Union Council of South Africa

In 1973 she helped organise coloured distributive workers in Scottburgh

135

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Unions establish multiracial body

RDM 10/7/80

Labour Reporter

THREE trade unions representing shop workers have formed a multiracial association to "represent the interests of all races on matters of national concern", according to a statement released this week.

The association, to be known as Adawu, will comprise the (black) Commercial Catering and Allied Workers' Union, the (white) National Union of Distributive Workers and the (coloured) National Union of Commercial and Allied Workers.

The president will be Mrs Emma Mashinini, general secretary of CCAWUSA. The vice presidents will be Mrs Jay Barnard of NUDW and Mr Solly Ariefdien of NUCAW.

The unions also said that Miss Dulcie Hartwell, a veteran trade unionist who served as general secretary of the Trade

Union Council of South Africa, has been elected general secretary of NUDW and NUCAW and will serve as general secretary of Adawu.

Although the new association will primarily represent the interests of the three shop workers' unions, it may also assist workers outside the distributive trades, according to the statement.

One of its tasks will be to represent shop workers in negotiations with employers and employer associations on wages and working conditions as well as the granting of organising facilities to unions.

It will also act for the unions on issues such as trading hours, representations to the Wage Board on minimum wages and will make approaches to provincial, local and national authorities.

Firm's unique poll for workers

By STEVEN FRIEDMAN
Labour Reporter

IN A unique move, a Uitenhage textile company, Veldspun, has provisionally recognised a Fosatu-affiliated black union after holding a referendum in which workers chose this union in preference to a mixed Tucsa-affiliated rival

The recognition may lapse if the union is refused registration.

Veldspun's referendum is believed unique in recent labour history and labour observers suggest other companies could follow this lead

Battles between independent black unions and those affiliated to Tucsa or other registered union organisations are becoming increasingly common

However, the holding of a referendum to determine which union enjoys majority worker support is a new approach to this problem

Independent unions affiliated to Fosatu and the Consultative Committee of Black Trade Unions believe employers tend to favour the established unions and to encourage them to organise black workers in an attempt to keep representative black unions out

Veldspun is part-owned by the giant Barlow Rand group. It employs about 1 200 workers

Its referendum asked workers to choose between the National Union of Textile Workers and the registered Textile Workers Industrial Union

The TWIU is a Tucsa-affiliated union which Veldspun also

recognises. It was previously open to coloured workers only, but now has Government permission to recruit blacks

TWIU shop stewards had been attempting to organise black workers at Veldspun at the same time as NUTW was active in the plant

The company has declined to release the detailed results of the referendum, but it did inform the NUTW that it had won a clear majority

NUTW's general secretary, Mr Obed Zuma, believes his union may have won up to 90% of the vote

Veldspun experienced a two-day work stoppage over a wage issue in April. Shortly after this, a worker delegation approached management, asking it to recognise NUTW. It was in response to this request that the referendum was held

According to Mr Zuma, the company has now agreed to interim recognition for NUTW for three months, pending the granting of registration to the union

It has also agreed that, if the union's registration application has not been resolved within three months due to delays by the authorities, the company will extend the recognition agreement

A company spokesman confirmed this, but said the recognition was "provisional". Veldspun would continue to deal with both unions until NUTW gains registration.

"Once they are registered, we would then consider granting them full recognition to represent our employees."

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RDM 14/7/80

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'Parallels' unions just a stop-gap, says Tucsa

PARALLEL trade unions formed by White, Coloured or mixed "parent" unions to organise Black workers have always been seen by the Trade Union Council of South Africa and its affiliates as a temporary measure, Mr Arthur Grobbelaar, general secretary of Tucsa, told the Sunday Express this week

"We saw them as a way of filling the gap until the law was amended to allow Blacks to join the parent union. Indeed, there are few parallels left in Tucsa — most have already merged with their parent union," he said

Mr Grobbelaar denied that Tucsa was engaged in a struggle with independent unions to win the support of Black workers, as recent reports in the Sunday Express and other newspapers have alleged but admitted that many of Tucsa's affiliated unions were engaged in organising Black workers

"They have done so for some time," he said

"Tucsa has always advocated non-racial trade unions. The majority of our affiliates which belong to mixed unions are becoming more and more non-racial

Most operate on the shop steward system, which is generally considered vital to workers. Grievances are handled by shop stewards or other representatives of the unions concerned. Tucsa does not serve on grievance committees

Tucsa had always been strongly opposed to works and liaison committees which were set up as a discriminatory and inferior system of labour relations for Blacks, he said

Tucsa disagreed strongly with Fosatu (Federation of South African Trade Unions) that plant-based agreements were preferable to industry-based agreements, said Mr Grobbelaar

By JEAN LE MAY

'Industry-wide agreements are the norm in the industrially advanced countries, and certainly fundamental to the industrial relations system as developed in South Africa,' he said

Plant based agreements, on the other hand, open up the way to local, regional or national demand leapfrogging and this is not conducive to industrial peace

'I think the example of the United Kingdom where leapfrogging tends to be prevalent, should make us wary of the industrial chaos which can develop'

Commenting on the present state of industrial unrest in South Africa, Mr Grobbelaar said that despite what employers were saying about freedom of association for their workers it was obvious that they would resist every form of organisation

'It is obvious to me that there is an intensified world wide campaign to curtail the power of trade unions,' he said

Mr Grobbelaar cited legislation in Britain, France and Italy, West Germany and the United States

In the US, where there is a large number of unemployed, strike breakers have even been used recently to solve labour problems, he said

Political comment in this issue by J.C. Walters
headlines and sub editing by Les Stephenson
and posters by A. Monteith, all of 171 Main
Street Johannesburg

Progress Wiehahn Has Made

135 (188) slow
 (188) slow
 (188) slow

Mr Arthur Grobbelaar is an optimist. Seated behind his broad, glossy desk in his Anderson Street office, he wears the smile of a man who at last has within reach what he has long fought for a free and open labour system with just rewards based on merit, not colour.

The Wiehahn proposals, those accepted by Government, do not go nearly that far.

But they are a vigorous start in that direction, more radical than anything the National Party has done in the labour sphere in its 32 years of power.

In summary, the main ones are

- The beginning of the end of job reservation, one of the restrictions most reviled by blacks and most responsible for South Africa's ugly image abroad

But it won't be an overnight change. Instead it will be a phased one, because the Government is sensitive to the fears of whites in some trades of being ousted by cheaper black labour.

Already, however, a very wide range of jobs is open to all comers.

- The granting of legal

Just over a year ago Professor Nic Wiehahn began dropping a series of tomes into the lap of Government which sent ripples of excitement through South Africa and even abroad. The series is the Wiehahn Commission's critical look at this country's jungle of race-oriented labour laws, and its proposals for cutting a liberal swathe through them. The Government accepted many, though some with reservations — generating high expectations of long-needed reform. But in that year, how far has this reform progressed? For one point of view Wilf Nussey interviewed Mr ARTHUR GROBBELAAR, general secretary of the powerful Trade Union Council of SA, a pioneer fighter for labour rights, himself a member of the Wiehahn Commission and now an executive member of the National Manpower Commission.

recognition to black trade unions by allowing them to register like any others, provided they meet the constitutional, financial and other standards

- More important, allowing unions to go multiracial if they wish — which for the first time clears the way for an ultimately fully integrated South African work force.
- Giving the green light to greatly expanded training for blacks, from school level up

- Setting up a National Manpower Commission (NMC) comprising State, employer and labour (representatives) to plan policy and its administration
- Creating an industrial court with broad powers to resolve disputes at low cost and to actually make law by precedent (It's first president is Professor Wiehahn)

It all looks good on paper, but what has the Government done to match the words with action?

Quite a lot, says Mr Grobbelaar, but most of it is still in the pipeline and little is publicly visible. He points out that the wheels of bureaucracy grind exceedingly slow.

(Some other labour administrators put it much more bluntly: bureaucrats opposed to change and reform are deliberately sabotaging NMC action, they say.)

Many of Tuca's unions, according to Mr Grobbelaar, are frustrated and angered by apparent delay in implementing the Wiehahn proposals.

But in fact, he says, the process has been considerably speeded up. It used to take anything from 18 months to three years for a union to get registra-

tion. Now it takes about three months.

The delay is partly the unions' fault.

New unions are often unfamiliar with registration procedure.

Some old, unregistered unions have to update before they can be registered, such as getting their account books in order, straightening out their records and financial systems, bringing their constitutions into line with current legislation, all of which takes time.

Few new unions have emerged as a result of the Wiehahn proposals, Mr Grobbelaar says. Most seeking registration are old unions which now want to open their doors to include workers of other races.

So far about 25 unions have applied.

One of the more visible

changes is in apprenticeship. Before Wiehahn there were virtually no black apprentices in South Africa, says Mr Grobbelaar.

Now about 55 applications have been received for indenturing and some have been authorised, chiefly in the engineering, electrical and vehicle maintenance fields.

Fifty-five is not a lot, but even an oak starts as a sprig.

Black apprenticeship is taking off slowly, he states, for three main reasons.

Firstly, South African employers are slow in appreciating the scope offered by the new dispensation.

Secondly, black youth is still largely ignorant of the opportunities for apprenticeship and a career in labour.

Thirdly, the quality of a Standard 7 education, the

minimum requirement for apprenticeship, is much lower for blacks than for whites.

This last, says Mr Grobbelaar, needs urgent correction. The whole system of black education has to be upgraded and brought into line with white schooling.

Simultaneously, unions, employers and the State should join forces to encourage more people of all races to enter the worker professions because what South Africa desperately needs for the next two decades is not lawyers and academics, but the practical skills.

There should be no great problem in training people, he believes. Technicians have already shown their willingness to take in all races.

The ball has started rolling in the new labour game and is slowly ac-

celerating but it could be some years before it reaches full speed, according to Mr Grobbelaar.

New laws have to be passed to fully enable the Wiehahn proposals to be implemented.

A technical drafting committee has been appointed to devise legislation (and another to do so in terms of the equally important Rieker Commission recommendations) and this will take time.

The NMC itself has a variety of specialist committees carefully exploring the new ground opened up by Wiehahn, for which top-level personnel have had to be found.

Their task is monumental and to cut time and meet deadlines, they are co-opting the help of various outside agencies, like universities.

And even then there will be delays. Some of the changes which will sprout from all this cerebral activity is so radical, predicts Mr Grobbelaar, that employers and unions are just not equipped to handle them straight away.

But, he says, the NMC is well aware of the dangers of delay and of losing momentum.

"There will be a lot of problems in the next few years because change is inherently unstable, to an extent. But it is necessary and good if there were no change now, however, there would be total instability."

Professor Nic Wiehahn

Mdantsane woman's grant is a first

OP 13/8/80
135

EAST LONDON — An Mdantsane widow yesterday became the first black woman in South Africa to be presented a mortality grant of R1 000 by the SA Typographical Union, which started recruiting blacks only in June

She is Mrs Beauty Nocawe Grati, 29, a mother of two, of zone five. Her husband, Mr Aaron Grati, 42, worked for Griffith - Standard before he drowned in Mdantsane two months ago

The presentation of the cheque was made by Mr R W Wustmann, regional secretary-organiser of the South African Typographical Union, at Griffith-Standard offices in the presence of the managing director of Griffith-Standard, Mr Dale Adkins, and the works manager, Mr Phil Farrant

Mrs Grati intends to put the money towards the education of her two children, Ntombozuko, 3, and Nomatamsanqa, 9 — DDR

MRS GRATI

Printers' leader dies at 73

A leading figure in the typographical world for many years, Mr Thomas Charles Rutherford (73) has died from a heart attack at his home in Melck Street, Pretoria.

He became a member of the South African Typographical Union in 1924 shortly after starting his apprenticeship as a compositor at the Government Printing Works.

He was chapel official on the Pretoria branch committee of SATU soon after that and later became vice president and president of the branch.

In May 1934 at the age of 27, Mr Rutherford became full-time secretary of the branch.

He also served as chairman and secretary of the Pretoria District Trades and Labour Committee.

In 1948 he was elected general secretary-organiser designate of the SATU, which post he assumed in 1950.

A funeral service will be held at 10 am tomorrow in the Methodist Church, corner Andries and Visagie Streets, Pretoria. It will be followed by a private cremation.

He is survived by his wife, Joey, two daughters and four sons.

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14/1/80

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak in terme van artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die 'Textile Workers' Industrial Union (S.A.) Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word verhoed om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, by die Departement van Mannekragbenutting, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Textile Workers' Industrial Union (S.A.) Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Labour Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Naam van vakvereniging—Textile Workers' Industrial Union (S.A.)

Datum waarop aansoek ingedien is—23 Junie 1980.

Belange en gebied ten opsigte waarvan aansoek gemaak word—Gekleurdes en Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in daardie gedeelte van die Tekstielywerheid betrokke by die vervaardiging van sakke uit katoen of stowwe van verweelde plantaardige vesels, garing of draad wat uitwendig of hoofsaaklik bestaan uit hennep, jute of nylon of enige kombinasie van hierdie materiaal of materiale wat bogenoemde materiale kan vervang, in die landdrostdistrik Paarl.

Posadres van applikant—Posbus 4141, Kaapstad, 8000.

Kantooradres van applikant—Industria House 203, Victoriaweg 350, Soutrivier.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4) soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M W J LE ROUX, Nywerheidsregistrator
(15 Augustus 1980)

TABLE

Name of trade union—Textile Workers' Industrial Union (S.A.)

Date on which application was lodged—23 June 1980.

Interests and area in respect of which application is made—Coloured persons and Black persons who are employees for purposes of the Act and who are employed in that portion of the Textile Manufacturing Industry concerned with the manufacture of bags made from cotton or fabrics derived from decorticated vegetable fibres, yarns or threads consisting wholly or mainly of hemp, jute, nylon or any combination of such material or materials capable of being substituted for any of the above materials, in the Magisterial District of Paarl.

Postal address of applicant—P.O. Box 4141, Cape Town, 8000.

Office address of applicant—203 Industria House, 350 Victoria Road, Salt River.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M W J LE ROUX, Industrial Registrar
(15 August 1980)

DD 26/8/80

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DAVID DENISON
Business Editor
EAST LONDON — Conservative trade unions, generally those belonging to the all-white South African Confederation of Labour, were not likely to be around for very much longer, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, predicted yesterday

Addressing an industrial relations seminar organised by the Border Chamber of Industries on the practical aspects of unionisation, Mr Grobbelaar said conservative unions which could not, or would not, recognise that changes were inevitable had only a short future ahead of them

"Their inability to depart from the outmoded practices and policies which they have pursued for so many years — policies which have become increasingly irrelevant or dangerous — ensures they will soon depart from the scene," he said

"South Africa can no longer afford the luxury of pandering to stubborn and reactionary elements in its labour movement"

Mr Grobbelaar added he was particularly concerned about the large proportion of trade unions which loosely fell into the category of non-aligned unions — those which neither belonged to the Confederation nor Tucsa.

"Most of them appear to be completely rudderless and bankrupt when it comes to policies or directions. Many of

Tucsa: all-white unions fading

them accept the inevitability of certain changes and they probably do have an awareness of the necessity for the new dispensations, but they fail dismally when it comes to meeting the challenges posed by change head on

"They are also ambivalent on such basic issues as the principle of equal pay for equal work and, in essence, they appear to be thoroughly confused about most things on which they should have definite postures if they are to cope with expected developments"

Tucsa, however, was fully committed to supporting virtually all aspects of the new labour legislative dispensations, dispensations which Tucsa had fought for for many years

Turning to black unions, he said the impact of organising large numbers of black workers into registerable unions, able to function within the parameters of industrial legislation, would undoubtedly have an enormous effect on the pattern of bargaining between unions and employers

"We have to assume there will be radical

changes in bargaining patterns. Privileged groups (the whites) are likely to view the increasing demands on the part of the under-privileged (the blacks) for improved training opportunities and status with considerable apprehension, especially since these demands will now be made from a much more secure position

"Taking into account the realities of our present social framework in South Africa, it is also apparent that this divergence will certainly be along racial lines and the danger of racial polarisation, which already bedevils South Africa to an agonising extent, is therefore both inherent and imminent

"A major challenge then for the enlightened sector of the trade union movement at least therefore is making the indivisibility of the interests of the work force an article of faith among all workers

"That is the only way in which we can prevent an escalation of racial and economic polarisation

"It is only through exhortation, encouragement and example that the trade union movement can meet this formidable challenge"

But he warned it wasn't

going to be a bed of roses, adding "I believe it is almost criminally naive to think that just because black workers have now been given equal trade union rights that there will be a correspondingly rapid progression towards a united labour movement"

He also warned that if blacks opted for identifying themselves with black consciousness that was inevitably the product of policies which had "kept them out of the fold"

"They have been pushed out, forced out and left out, both by tradition and legislation, and they believe, rightly or wrongly, that only through identifying themselves with black consciousness will they gain a place in the system

"If we have a militant black labour movement developing in South Africa then we should not too easily discern it as being a monster of unmanageable proportions

"Basically it is only a creation of our South African society and because of the new sense of priorities which I perceive beginning in South Africa, we should be giving some thought to this creation in our disparate society

"It is also almost cer-

tain, given the South African context, that some of the more militant black and coloured unions will have political aspirations, coupled to a greater, or lesser extent, with trade union and economic aspirations

"This is something that we will have to live with — the creation of past mistakes — and recognising this, it is now time to stop over-reacting"

Mr Grobbelaar also urged management to settle industrial disputes themselves instead of calling the police every time there was the slightest hint of industrial trouble

"It's not the job of the police to resolve industrial disputes," he added

"In calling the police every time your black workers show signs of being discontent you are, in the first place, storing up trouble for the future

"You are also doing immense and catastrophic damage to South Africa."

Some long-standing attitudes about status were going to be knocked sideways and workers of all groups would have to start working together on a new basis as partners and as equals, not as 'baas' and 'boy'

Those intimately involved in labour relations had to commit themselves to the responsibility of seeing change come about in peaceful and orderly fashion or there was only a slender chance for peaceful change in the wider socio economic and political contexts

See also page 9

EAST LONDON — What South Africa needed was a management-labour relationship outside government control, Mr Chris du Toit, chairman of the Federated Chamber of Industries' labour affairs committee, said here yesterday

Addressing an industrial relations seminar organised by the Border Chamber of Industries, he sketched the strong anti-South African stand in the international labour arena and particularly at the International Labour Organisation.

He outlined the ways in which the ILO promoted destructive activity, including its attack on multinationals doing business

Autonomy urged in labour affairs

in South Africa.

One way South Africa could retain an international voice was to adopt the same principles as the ILO, "but to insist on our absolute right to formulate our own labour relations policies," he said that

Mr Loet Douwes Dekker of Wits University outlined the parameters in which management and unions could work, ranging from hostility to collusion

He added that workers should have the right to organise — the freedom of association

Up to now South African managers had decided when and what in the field of industrial relations, but that attitude was changing, "even if we haven't yet learnt to come to terms with workers' rights and the freedom of association"

Recognising the

legitimacy of black unions was going to be crucial to South Africa's future labour policy, he said

Turning to independent (non-registered) unions, he said it would be naive to think they would cooperate unless they were involved in drawing up agreements. These unions, he said, included such unions as the South African Workers' Union in East London

Professor Blackie

Swart, director of the Institute of Labour Relations at the University of South Africa, dealt with the three main Act-affecting labour relations in South Africa — the Industrial Conciliation Act, Black Labour Regulation Act and the Wage Act, and Dr Marianne Roux, senior lecturer in the Department of Sociology at Rhodes University, detailed the reasons behind recent industrial unrest in the Eastern Cape, particularly at Ford in Port Elizabeth and Volkswagen in Uitenhage, and warned companies it was essential they evaluated the political consequences of their actions when dealing with strikes — DDR

Benefits in joining says union leader

26/11/40
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EAST LONDON — Iron and steel workers were given a talk here by the president of the Boiler makers Trade Union, Mr M. Peterson, of Johannesburg.

He spoke of the advantages of belonging to his union.

In the case of labourers losing their jobs, Mr Peterson said they would receive a minimum amount of R2,50 a day.

In case of death of members who had been registered with the union for at least six months, their families would be compensated R1 000, if they had been members for a year, R1 150 was payable.

If a wife or husband of a member died, the member received R300.

Mr Peterson said his union was recognised by the government and could negotiate with management as it was registered.

The committee of the union could also attend meetings held on company premises between employers and employees and witness any negotiations.

The union worked hand-

in hand with liaison committee, and mostly used them as channels of communication.

In case of members losing work, the union aids members to seek work and to check they got a secure job with comparative wages and good working conditions.

Mr Themba Bottoman, chairman of the iron and steel workers' liaison committee, thanked Mr Peterson but asked him to give them time to consider the matter.

Boilermakers granted all-race union status

STRAZ 29/8/80

135

By Drew Lovest
The 3 500 strong S A Boiler-
makers Union (SABU) has
been granted full multi-
racial status and is already
organising black workers

throughout the engineering
industry

This was disclosed today
by Mr Okkie Oosthuizen
SABU assistant general
secretary

The union's amended

constitution was approved
by the registrar of unions
a month ago he said. Un-
like those of other white-
dominated TUCSA affil-
iate in the engineering
industry it provided for a
fully integrated executive
committee and mixed
branches

Two black organisers
were already at work in
Durban East London and
in the Transvaal he added.
There were close to 200
black members on SABU's
books and the union's
first black branch would
shortly be operating in
Durban

The decision to adopt
a fully open constitution
rather than applying for
mixed status with segre-
gated branches and an all-
white executive, had been
taken after consultation
with the black unions in
the industry

They were "hostile" to
the idea of parallel
unions, which could not
guarantee black participa-
tion on industrial councils

No benefits in separate tax says Minister

Labour Editor

Married couples earning a combined income of less than R14 000 would be worse off if they were taxed separately, an unmarried person

This is revealed in a letter which the Minister of Finance, Senator Horwood has sent to the Trade Union Council of South Africa (Tucsa) in reply to a Tucsa call for separate taxation

R14 000 CEILING

Only those couples earning more than R14 000 would benefit, according to figures provided by the Minister, while the poorest would lose most

Since 86,7 percent of all taxpayers earned less than R14 000, separate taxation would not be in the best interests of the taxpaying public as a whole, the Minister wrote

In a draft resolution submitted for Tucsa's annual conference in Durban later this month, the "inequitable taxation structure for married women" comes under fire once more

Tucsa may challenge Govt on foreign blacks

STAR 21/9/60

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By Sieg Hannig
Labour Editor

South Africa's largest labour body may challenge the Government's denial of trade union rights to foreign blacks working in South Africa

Such a move could have important implications for the mining industry which employs about 200 000 black foreigners

The challenge is implied in a motion which the executive of the 283 000-strong Trade Union Council of South Africa (Tucsa) is to put to Tucsa's annual conference this month

This would dedicate Tucsa to the spreading of trade unionism among "all workers" in South Africa, instead of "all South African workers," in the preamble to its constitution

So far Tucsa has not expressed any direct interest in the organisation of black mineworkers

And, in a report issued at the weekend, it reveals that it turned down a request from Mr C Motha for financial help in establishing a black miners' union

But Tucsa warned last

year that the denial of union rights to commuters and migrants would create tremendous problems and would certainly not promote industrial peace

Since then the Minister of Manpower Utilisation, Mr S P Botha, has extended union rights to all citizens of South Africa and former parts of South Africa

RESOLUTIONS

A legal opinion obtained by Tucsa holds that the Minister is not empowered to withdraw this extension

To remove all doubt —

and, perhaps, to include foreigners — Tucsa's executive has submitted a further resolution for this month's annual conference

This describes freedom of association as a fundamental right of all workers and calls on the Minister for urgent legislation to this effect.

Several other motions arising from recent trends on the labour front are:

● One condemning the promotion of works councils as alternatives to trade unions and another

deploring in-company unions "which are basically works councils under another name",

● One expressing disappointment at the legislative inadequacies of the Industrial Court and calling for improvements to make the court of greater relevance to workers,

● One noting with alarm the creation of more than one union for the same groups of black workers in the same industries or trades and urging competing unions to settle their differences

Union calls for unitary education

Labour Editor

The 283 000-strong Trade Union Council of South Africa (Tucsa) is to commit itself to the vigorous pursuit of a "unitary" education system for all South Africans

This appears from resolutions to be put to Tucsa's 26th annual conference in Durban this month by its national executive

committee

One of the draft resolutions would incorporate the goal of unitary education in the preamble to Tucsa's constitution

Another says South Africa cannot afford discriminatory policies which "deny to the majority of its peoples a free and equal chance of receiving the best possible education"

It welcomed the Government's education inquiry in view of "the serious and on-going education crisis"

Yet another motion urges the Government to "discard the policy of separate development" which led to an unnecessary quadruplication of institutions and services

This is one of the underlying causes of the "un-

ation

acceptability high level of inflation," it claims

A call for the removal of humiliating restrictions which serve to "perpetuate racial division and hostility" is proposed with reference to hotels of "international" status and other establishments

Other resolutions include

● A call for a national contributory pension scheme

● A call for a national minimum wage

● An expression of extreme concern at the inadequacy of old age pensions, at the wide racial gaps in pensions, at the "large" bread price increase and at the retention of sales tax on staple foods

● A call for increased subsidies for public transport, in view of fare increases

● A call for immediate attention to the "inadequate" salaries of State employees, police, nurses and teachers as a matter of urgency

● Calls for the removal of statutory discrimination against women and for Tucsa guidelines on action against sex discrimination

● A call on the Government, with private sector co-operation, to plan national exploitation so that the "heritage of future generations is protected"

GENERAL NEWS

First black metal industry union obtains registration

By Steg Hannig
Labour Editor

The 2 000 strong Electrical and Allied Workers' Union has become the first black union in the metal industry to obtain registration

This was revealed by Mr Ben Nicholson, general

secretary of the union. He said an application to have the union admitted to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry would be submitted as soon as the registration certificate had been

received

He hoped for a "big influx" of membership now that the union had been registered. In addition, "quite a number" of employers had promised co-operation once the union was registered.

Mr Nicholson said a meeting of the executives of all three electrical unions would be held soon to elect officials representing them on a "Federation of Electrical Workers' Unions," with more than 30 000 workers.

He is general secretary of all three electrical unions.

New
black
union
accepted

Labour Reporter

ANOTHER "parallel" black trade union — the Electrical and Allied Workers Union — has been registered by the Government

Only "parallel" black unions — which have been established by non black registered unions — have been registered so far, and none of the independent black unions which have applied for registration have been granted it thus far

The new union, with a membership of 2 000, has been established by the SA Electrical Workers' Association, a key union in the Confederation of Metal and Building Unions

It was formed last year in anticipation of the recommendations of the Wiehahn Commission, whose report led to a Government decision to allow black unions to register

The Electrical Union thus becomes the first black union in the metal industry to win registration

A number of independent black unions in the metal industry have applied for registration and are awaiting the outcome of their applications

They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union, both of them affiliated to Fosatu, and the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions

All black unions in the metal industry were recently granted "stop order" facilities, which allow employers to deduct union dues from union members' pay packets on behalf of the unions

S. Post
11/9/60

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Lucy was behind employer loan to 'stooge' sugar industry union

SUNDAY POST Correspondent

CONTROVERSIAL Johannesburg trade unionist, Mrs Lucy Mvubelo, had recommended that the newly-established National Union of Sugar Manufacturing and Refining Employees should approach the sugar industry employers for a loan to meet preliminary expenses

This was disclosed in a statement to SUNDAY POST by Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers Association.

Mr Taylor was asked to respond to criticism that the new union was management-initiated and controlled, because the sugar industry had granted it an interest free loan of R10 000.

Mr Taylor strongly denied that the new union had any relationship with management and defended the sugar industry's right to grant the loan to the union

He said the union had to start somewhere and that it was entitled to seek a loan from anyone to meet preliminary expenses, such as for recruitment, printing of its manifesto and constitution, the appointment of legal and financial advisers, and the renting and furnishing of offices

"I believe it was at the suggestion of Mrs Mvubelo that the embryo union approached the employers organisation for a loan"

However, the general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, says the new union is management controlled, and as such would not represent the true wishes of its members

He said at no time in the history of trade unionism did management grant loans or initiate trade unions for members working in their industries.

"No amount of ducking and diving will whitewash the fact that management has something to do with this union.

"I am sure the membership of the union is soaring because management is pushing its workers to join. It seems the workers have no choice"

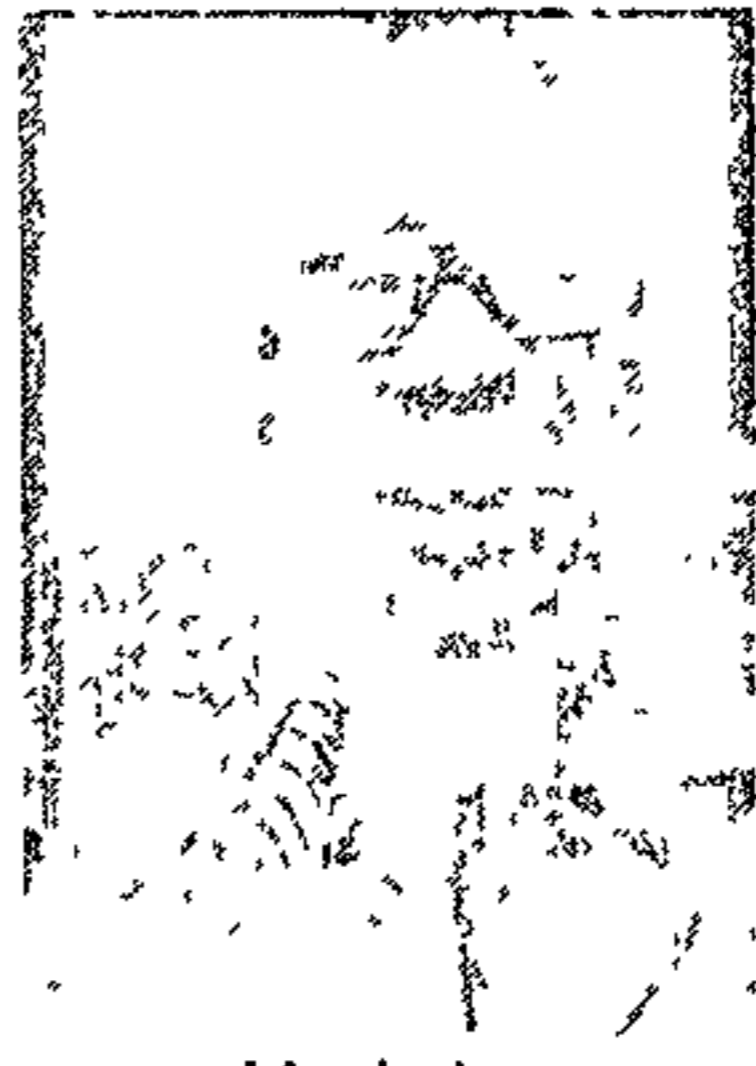
Asserts Mr Taylor: "No strings are attached to the loan and it is repayable when the union becomes financially viable"

Sketching the background to the formation of the union, Mr Taylor said when legislation was changed last year, the sugar industry's works and liaison committees began to explore various options open to them for the formation of trade union membership.

"After a three-day conference, which was addressed by Mrs Mvubelo and Mr Wells Ntuli, and at which no employer representative were present, the decision was made to form a trade union

"As events would have it, the union has attracted substantial support from factory workers in the sugar industry. The union has now secured full registration and has made an application for membership of the industrial council

"From the employers standpoint, we believe representative trade unions make a major contribution to the preservation of industrial peace"



Mvubelo

'Parallel' unions take knock in Cape

By STEVEN FRIEDMAN
Labour Reporter

THE policy of organising black workers into "parallel" unions — separate black unions established by registered non-black unions — has been dealt a serious blow in the Eastern Cape.

Hundreds of members of a registered "parallel" union have resigned to join a rival Fosatu-affiliated union, the United Automobile and Rubber Workers Union, which has a nonracial constitution.

However, the general secretary of the parallel union says workers have given him no reason for resigning and claims that Fosatu officials have been "instigating" workers to leave the union.

Tension between parallel and independent black unions has increasingly become a feature of the labour scene.

Mr Fred Sauls, adviser to the UAW, said yesterday that about 330 black workers at a Uitenhage firm, Dorbyl Automotive Products (formerly Guestro Industries) had resigned from the registered National Union of Engineering Industrial and Allied Workers to join the UAW.

The union is a "parallel" union recently registered by the Government.

In addition, more than 100 coloured workers had resigned from the union's registered counterpart, the Engineering Industrial Workers Union, to join UAW.

Mr Sauls also claimed that workers at two other Uitenhage plants, Borg Warner and National Standard, had refused to join the parallel union and had applied to join UAW instead.

He said workers had said they were leaving the two unions because there were no links between rank and file workers and the union leadership.

"They say there is only one shop steward to represent all of them, that general meetings of the union are rarely held and that there is no way they can get their grievances dealt with by the union," Mr Sauls said.

Workers also claimed company personnel managers were helping the two registered unions. "They made it clear they do not want to belong to this sort of union," he added.

The general secretary of both registered unions, Mr Archie Poole, yesterday confirmed that workers had resigned but added that no coloured workers had left his union.

Mr Poole said that only about 180 black workers had resigned from the parallel union and added "This is a problem at one company only. We have no indication that this is a problem at other companies."

According to Mr Poole the dissatisfaction began because workers were unhappy with the wage increase awarded them in the annual agreement of the Iron, Steel, Engineering and Metallurgical Industries.

"I promised to take the matter up on their behalf but before I could sort it out they had left to join the Fosatu union. We have heard that instigators from Fosatu were busy at the factory."

"To this day, we have not had a reason for their resignation."

Mr Poole also rejected charges that there were no avenues for workers to participate in union decisions.

"This is nonsense. We have several black and coloured shop stewards. I made it clear to workers that we were just starting the union and that branches will have a full say as soon as we are established," Mr Poole said.

11/9/80
135

Council jobs open to women

NA 24/9/80

End inequality, says mayor

Mercury Reporter

THE Durban City Council has opened all positions above the level of labourer and semi-skilled worker to both sexes, regardless of race. All appointees will enjoy 'full parity of pay and conditions'.

Durban's mayor, Mrs Sybil Hotz made this statement in an address to the annual conference of the Garment Workers Union Consultative Committee at the James Bolton Hall yesterday. Mrs Hotz declared that all jobs

would be awarded on merit. 'The Council started intense negotiations to iron out difficulties in the way of achieving complete equality of conditions of service and opportunity for all persons who have the qualifications,' she said.

'This was done in accordance with the council's recommendations to the 1977 Wiehahn Commission and what we have achieved is quite something.'

The conference, represen-

tative of allied unions from all over the country, greeted the news with enthusiasm.

Mrs Hotz emphasised the need for trade unions and their importance.

She said the time had come for all people, at all levels, to get the same education in the interests of the future.

'We must achieve equality at all levels of education,' she said. 'We must not limit our sights to schools which have been in the limelight lately, but look to equality on every level so that the person who is one step away from the labour market is on an equal footing.'

She said the only reason women were discriminated against was because they were a threat to men.

'I believe the garment industry is known as the "ladies industry".' So I emphasise here that because women comprise 50 percent of South Africa's work force, they should be afforded their

due regard and not discouraged by undue discrimination on the base of sex,' she said.

She called for creches to be established to aid working women and for pregnancy lay-offs to be reassessed and not regarded as a handicap to a woman seeking employment.

The conference decided that the committee should extend a welcome to the president of the International Garment Textile and Leatherworks Federation to visit South Africa at the earliest opportunity to study local industry, as much was misunderstood.

The matter of equal education was referred to the Trade Union Council of South Africa conference next week.

Meanwhile it was revealed yesterday that the Natal Baking Industry Employees' Union has successfully applied for permission to enrol black employees of the baking industry as members.

Tucsa parallels row possible

21/9/80 SUN TRIB

135

A major row over a key issue in trade union affairs could erupt at the congress of the Trade Union Congress of South Africa beginning in Durban tomorrow.

The row could again expose the factory floor war between Tucsa and South Africa's growing independent black and non-racial union movement.

A significant split in thinking within Tucsa could come to light as a result.

The issue is the formation by registered Tucsa unions of "parallel unions" in industries where independent black or non-racial unions already exist.

Parallel unions are separate trade unions for Africans established by "parent" registered unions.

The independent union movement comprising the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa

Tribune Reporter

(Cusa), and the Western Province General Workers Union (WPGWU), has repeatedly slammed the creation of Tucsa parallels, saying they are "tame" and "unrepresentative".

It is understood that a resolution slamming the creation of Tucsa parallels will be moved at this week's congress.

Tucsa has previously rejected suggestions that it should not organise in plants where other unions are already established.

But the anticipated resolution calls on Tucsa to "note with alarm the establishment in recent times of more than one trade union catering for some groups of workers in the same industries or trades where the organisation of black workers is concerned."

The motion calls for an end to the practice.

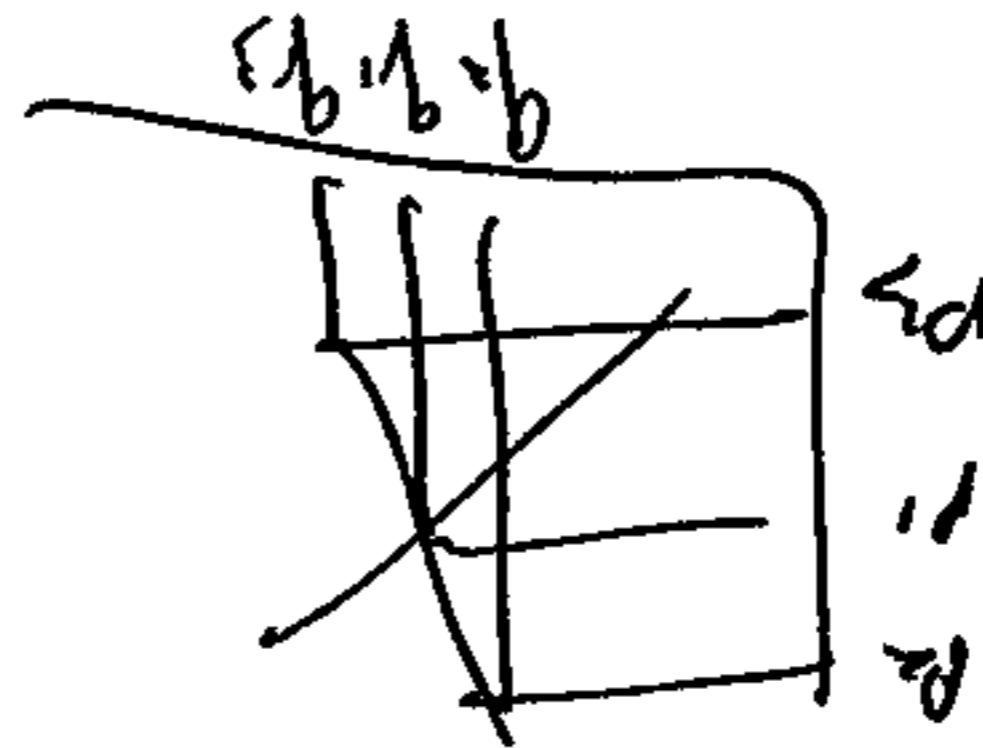
The independent unions, who are battling for recognition by employers,

have alleged parallels have had some employers' assistance in organising on factory floors where the independents were already established.

In what is interpreted as a shift in Government policy, the Minister of Manpower, Mr Fanie Botha, this week appeared to encourage employers to deal with unregistered independent unions.

"Management should deal with whatever leadership group holds credibility among the workers. To impose a group favoured by management but not by those they are supposed to represent will lead to disaster," he said.

But, in his address to an industrial sociology symposium at Unisa in Pretoria, Mr Botha reiterated his determination to bring the independents under statutory control lest they become "the prey of our enemies".



Repression concerns overseas unionists

STAR
23/9/80

135

By Sieg Hannig
Labour Editor

DURBAN—Concern about the need for further progress in labour relations and about repression of black trade unions was conveyed yesterday to the annual conference of Tuusa.

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent trade union organisations of South Africa.

The TUC hoped Tuusa would address itself urgently to this problem and oppose the thwarting of development in collective bargaining for blacks.

The Canadian Labour Movement also had demonstrated its deep concern to South Africa over the arrest of black labour leaders, Mr Edward Skrabec, counsellor of the Canadian Embassy, told the conference.

Stressing the importance Canada attached to its labour code for reforms in South Africa, he said South Africa was not being singled out.

But the racial factor in the South African situation "is profoundly objectionable to us".

Canada would maintain a close watch on the South African labour scene, he said.

Mr Frank Golino, United States regional labour officer, said external influences such as America's Sullivan principles had contributed to the "fragile momentum" for change in labour relations, by reinforcing perceptible trends.

The removal of discrimination and the introduction of equal employment practices ultimately depended on worker participation.

Mr David Wright, British consul in Durban, said industrial relations were of paramount importance anywhere and would benefit race relations in this country. The British Government was watching changes with great interest.

who infl... violence on others

Let us in that spirit then mobilize ourselves into action as a conscientious objection movement in South Africa - a movement that will help to bring about an end both to the injustices in our society and to the various forms of violence that are used to maintain it - a movement that will help establish true peace - Shalom, the ell being of all

with the theory of the just war. And I think it would be fair to conclude from the evidence he gave us that the main tradition in Christianity has been a just war one rather than a pacifist one. And perhaps all that that says is that the sinful nature of man as well as the sinful environment in which he exists give him the kind of complicity with evil, which means that instead of choosing absolute good and total evil, he must often choose between the lesser of two evils. Perhaps that is the only way we can explain that, whatever our views or convictions, we are in fact caught up in a process of change - a process in which the spiral of violence is present. What we need to remember then is that God is not absent from his world even when that process is at its worse - it is his world, he has overcome it, he rules it, he is transforming it and redeeming it. He shares the pain of that process. To him be the glory.

I want to end up by quoting from Lambeth Conference resolution on War and Violence

Jesus, through his death and resurrection, has already won the victory over all evil. We made evident that self-giving love, obedience to the way of the Cross, is the way to reconciliation in all relationships and conflicts. Therefore the use of violence is ultimately contradictory to the Gospel. Yet we acknowledge that Christians in the past have suffered in their understanding of rights to the rightful use of force in human affairs, and that questions of national relationships and social justice are often complex ones. But in the face of the mounting incidence of violence today and its acceptance as a normal element in human affairs, we condemn the subjection, intimidation, and manipulation of people by the use of violence and the threat of violence and call on Christians everywhere

Union rights for all supported

5 Mar 23/9/80
(135)

Labour Editor

DURBAN — Two trade unions representing white mineworkers have supported trade union rights for all workers in South Africa — not only South African workers

They are the Mine Surface Officials' Association and the South African Boilermakers' Society, who backed a constitutional amendment at the annual conference of the multi-racial Trade Union Council here yesterday

The unanimously adopted resolution also dedicates Tucsua to opposing "all forms" of discrimination — not only racial discrimination — thus including discrimination on the basis of sex

The implication of the Mining Unions' support of trade union rights for all workers in South Africa is that they will not stand in the way of trade union rights of the mining industry's 240 000 foreign migrant workers.

However, the amendment also implies criticism of

the existing law which admits citizens of former parts of South Africa to trade union rights by exemption — not as a right

Mr Ike van der Watt of the SA Boilermakers' Society said he was fully aware of the implications of the amendments

Mr Robbie Botha of the Mine Surface Officials' Association also addressed the conference, saying it would have been inexcusable for Tucsua not to have made the amendments

The conference was split by 51 votes to 65 on a call for Tucsua's executive to pursue a resolution adopted last year which condemned the Mineworkers' Union for trying to organise a strike solely to prevent black advancement

The resolution, which also criticised the Chamber of Mines for its labour practices, was submitted to Tucsua's executive for further attention but did not receive such attention. However, the majority of delegates opposed the call for the matter to be taken up again

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...and shuffling paper back and forth, and that's what causes all the red tape and big stacks...nobody can do anything without checking with seven other people.

NM 23/9/80

Mercury Reporter

ALL references to race were removed from the preamble to the constitution of the Trade Union Council of South Africa in a historic resolution passed yesterday soon after the opening of the council's 26th conference in Durban

The resolution calling for the scrapping of references to race, sex or creed was passed unanimously and without question by the 150 delegates at the conference

Mr Arthur Grobbelaar, general secretary of Tucsa, said the change in the constitution was to emphasise the council's desire to move away from racial connotations.

'We believe that workers should not be compartmentalised and all references to race, sex or creed should be done away

with and we should emphasise we are a non-racial co-ordinating body,' he said

Mr J van der Watt, general secretary of the South African Boilermakers' Iron and Steelworkers Union, said it should be emphasised that the change in the preamble was not window-dressing and should not be viewed cynically

He said the elimination of discrimination meant not only a change in the constitution but that years of prejudice would have to be removed and the effects spread throughout South Africa

The change should not be seen in terms of a slogan but as a proposal of action.

The congress will meet in Durban until Friday

The great job revolution

Mercury Reporter

THE world is facing a revolution far more dramatic and with more far-reaching effects in a much shorter period of time than it did during the Industrial Revolution, according to Mr A Malherbe, president of the Trade Union Council of South Africa.

Mr Malherbe was delivering the presidential address at the 26th annual congress of the council yesterday

He said the Industrial Revolution created jobs and broadened the horizons of mankind whereas the 'computer' revolution was eliminating jobs

'Functions that were previously carried out by man are increasingly being taken over by computer-controlled mechanical or electronic devices which do

the same job in a fraction of the time. In some cases artisan crafts which have existed for hundreds of years have been virtually eliminated'

He said the computer revolution was unstoppable and while he was not opposed to progress he wanted to focus the attention of South African workers on what lay ahead

'It must be expected that the entrepreneur will see the advance of technology as a means to increasing the profitability of his company by reducing the size of his workforce'

But, he said, if more and more goods were to be produced by fewer people and if more people had to be fed, clothed and housed while fewer were gainfully employed, where were the people to buy the goods, produced by mechanical or electrical means, to be found?

'After all, machines don't drink, eat, dress, build houses or drive cars

'The answer that is often presented is that this will lead to shorter working

hours, more leisure time and an improvement in the quality of life - whatever that may mean

'Yet our Government is still encouraging us to work longer hours

'How long will it take before the concept of shorter hours is accepted worldwide and how much suffering will take place before this happens?'

'We must wake up now, because this frightening future is only three to four years away. If we don't make sure we get the benefits of micro-technology for ourselves and other workers, then no-one else will'

Mr Arthur Grobbelaar, general secretary of the Trades Union Council of South Africa, told the conference that certain South African newspapers reminded him of propaganda methods used in Nazi Germany

He quoted Nazi propaganda expert Goebbels as saying 'If you tell a lie often enough and with enough strength it will eventually be believed by everybody' as the policy of 'certain'

newspapers

'I accuse some newspapers of fostering race polarisation. All positive activities are ignored,' he said

In the attack on the Press which lasted for almost an hour he said newspapers were not 'a sacred cow' and should stand up and not merely throw stones from the gallery

Certain newspapers, he said, were fond of using phrases and words carefully selected for their impact

Waving a folder crammed with newspaper cuttings, Mr Grobbelaar cited references of Press hostility to Tucsa parallel unions, the phrase the 'white-dominated Tucsa', the use of the word 'independent' to describe unions outside Tucsa and other examples of what he considered Press hostility towards Tucsa

He said it was a distortion to call Tucsa 'white-dominated' when two thirds of member unions were not white and members of other race groups served on the executive

'Clamp' on black unions attacked at Tucsa meeting

Labour Staff

SEVERAL foreign governments and trade union movements yesterday criticised the state of labour relations and the "repression" of black trade unions in South Africa

Their views were conveyed to the annual conference of the Trade Union Council of South Africa (Tucsa), which opened in Durban yesterday

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent black unions, reports Sapa

Several black trade unionists have been arrested or detained without charge in the wake of the strike wave which gripped the country earlier this year and the TUC's remarks are believed to be a response to these arrests

The TUC said it hoped Tucsa would address itself urgently to this problem and oppose the "thwarting of development" in collective bargaining for blacks

The Canadian Labour Movement also expressed its "deep concern" to South Africa over the arrest of black labour leaders, Mr Ed Skrabec, a counsellor at the Canadian Embassy, told the conference

Stressing the importance Canada attached to its labour code for reforms in South Africa, (which is similar to the code of the European Economic Community), he said South Africa was not being singled out.

But the racial factor in the South African situation "is profoundly objectionable to us" and Canada would maintain a close watch on the South African labour scene, he said.

Mr Frank Golmo, the United States regional labour officer, said external influences such as the US Sullivan Code had contributed to the "fragile momentum" for change in labour relations, by reinforcing already perceptible trends.

If the Government's present labour reforms had come 25 years ago — "before attitudes of workers had hardened and become acutely polarised" — the situation in South Africa would be very different, he said

Tucsa's president, Mr Andre Malherbe, told delegates that the recent labour reforms were "praiseworthy" but had come "too late in the day".

"The Wiehahn Commission of Inquiry is nearing completion and we can only hope the findings will be made public without undue delay and that the Government responds to these findings in such a manner as to promote harmony within the work force of South Africa, and for the full utilisation of manpower," he said.

Mr Malherbe also warned that advances in computer technology had made "thousands of skilled artisans" redundant

"We can't stand in the way of progress. We have to embrace it and make it work for our own good. If we don't make sure we get the benefits of microtechnology for ourselves and other workers, then no one else will," he said

Unionist

Warns on misuse of GST

STAR 23/9/80
135

(d) Inventory costs in economic represent the costs.

of GST... production and purchasing economic lot sizes produce to minimize

12.1 Purposes of Inventory

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Labour Editor
DURBAN — The 283 000-strong Trade Union Council of South Africa (Tucsa) yesterday gave notice of its vigorous opposition to municipal efforts to use General Sales Tax to offset increases in property rates and taxes.

A unanimous resolution adopted at its annual conference here warned that: "Any increase in the General Sales Tax — particularly for a purpose of this nature — will most certainly cause serious dissatisfaction and could possibly lead to civil unrest"

Tucsa's vice-president, Mr Ronnie Webb, described the "massive public campaign" of Johannesburg's Mr Francois Oberholzer to increase GST or take part of it to offset rates as a "diabolical scheme"

This amounted to asking "the poor to subsidise the more affluent," Mr Webb said

The Administrator of the Cape had also suggested what he called other sources of revenue for local authorities Other municipalities had climbed on the bandwagon too, the conference was told

Mr Webb noted that Tucsa had, apposed GST, particularly on basic foods.

Now another ugly monster was rearing its head in the form of a massive campaign for increased general sales tax or its use to offset rates.

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own precisely, it economical) to produce exactly. In the completely known herefore be maintained in demand seasonal demands inventory allows anticipation of re stable employment.

SCHEDULING

finished goods

Union conference opts for non-racial constitution

Tucsa backs migrants

POST
23/9/80
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By JOE THOLOE

THE Trade Union Council of South Africa changed its constitution at its annual conference in Durban yesterday to call itself non-racial.

It also re-iterated its non-party political policy.

"These amendments are more than just symbolic," said a delegate, Mr. R. H. Botha of the Mine Surface Officials Association.

The preamble to the Tucsa constitution now says it is a "non-racial co-ordinating body of trade unions in the Republic of South Africa, unaffiliated to any political party".

The constitution was also amended to refer to workers "in South Africa" instead of the previous wording, "South African workers."

Tucsa general secretary Arthur Grobbelaar said this was so that the "emphasis is on the pursuit of programmes to assist all workers in South Africa, irrespective of whether they are South Africans or whether they come from outside."

The conference also cut Umtata and Port St John's (both in Transkei) out of Tucsa's border division.

In his presidential address, Mr A. Malherbe, who was re-elected, said the country had the twin problems of unemployment among unskilled and semi-skilled workers and a shortage of skilled workers.

"This phenomenon is the direct result of the sins of our past. What the authorities are doing now is praiseworthy, but the appointment of commissions such as the Wiehahn and Riekert Commissions came rather late in the day," said Mr Malherbe.

"If what is being done now had been done 20 to 25 years ago when Tucsa proposed the concept of equal opportunities and full-trade union rights for South Africa's

workers, then the picture today would have been quite different."

Mr Malherbe also warned against the effects of the "computer revolution" which was eliminating jobs.

The credentials committee reported that 50 unions with combined membership of 279 439 were represented at the 26th conference. Tucsa has 60 unions with the membership of 286 555.

A delegate, Mr A J van der Watt, said the conference should remember that "the eliminations of discrimination is not something that can be achieved merely by the amendment of the constitution".

Labour reforms praised but are 'late in the day'

CAP TINA 23/9/80 (135)

DURBAN — If the government had made the labour reforms it is now doing 25 years ago, before attitudes of workers had hardened and become acutely polarized, the situation in South Africa would be very different.

Delivering the presidential address on the first day of the Trade Union Council of South Africa's 26th conference in Durban yesterday, Mr A Malherbe said that Tucsa had proposed these reforms shortly after its conception.

"Although these measures now being taken by the authorities are praiseworthy, they have come too late in the day. The Wiehahn Commission of Inquiry is nearing completion and we can only hope that the findings will be made public without undue delay and that the government responds to these findings in such a manner as to promote harmony within the work force of South Africa, and for the full utilization of manpower."

Need for jobs

Opening the conference, attended by about 1 000 delegates, the Mayor of Durban, Mrs Sylvia Hotz, said that the creation of job opportunities was of extreme urgency in South Africa, and "to avoid the tragedy or self-destruction we cannot waste time."

Mrs Hotz said that it was not enough just to create good management and leadership.

"There is an urgent need for a remodelling of South Africa's education system. We have an acute shortage of skilled labour — Natal 20 percent and Transvaal about 45 percent — and we have not the number of non-

white, skilled workers nor the number of black workers with suitable education."

Sales tax

• A resolution for Tucsa to oppose strongly any moves by local authorities to have the general sales tax on goods increased so that an allocation of it could be used to improve their own coffers was passed unanimously.

dissatisfaction and possible civil unrest," he said.

'Repression'

Concern at the need for further progress in South African labour relations and about the alleged "repression" of black trade unions was conveyed to the conference.

A letter to Tucsa from the British Trades Union Congress read to the conference said that

Africa was not being singled out. But the racial factor in the South African situation "is profoundly objectionable to us."

Canada would maintain a close watch on the South African labour scene, he said.

Helping trends

Mr Frank Golno, the United States regional labour officer, said that external influences such as the US' "Sullivan principles" had contributed to the "fragile momentum" for change in labour relations by reinforcing already-perceptible trends.

Whatever shape the future of South Africa took, the labour movement would play a crucial role. The removal of discrimination and the introduction of equal employment practices ultimately depended on worker participation.

Mr David Wright, the British consul in Durban, said that industrial relations were of paramount importance anywhere and would benefit race relations in this country.

The British Government was following the changes that were taking place with great interest.

'Frustrated'

A spokesman for the German Ambassador said that the recent labour unrest showed the extent to which black labour was still being frustrated. Substantial obstacles still had to be overcome — Sapa.

TUCSA Conference



The first vice-president of Tucsa, Mr R C Webb, said that there was a tendency for local authorities to use this means of tax gathering to improve their own funds.

"For example, the management committee of the Johannesburg City Council has launched a public campaign for the percentage GST to be raised so that an allocation of this could be used for property, rates and taxes.

"Tucsa has strongly opposed the GST since its inception, as the poor contribute the largest percentage. Now they are asking the poor, who are not in the main property-owners, to subsidize the affluent.

"I therefore propose this conference passes a resolution which registers our deep concern of any such attempt, which would lead to widespread

the TUC shared with other overseas unions its "concern at the recent wave of repression" against independent trade union organizations of blacks in South Africa.

The TUC hoped that Tucsa would address itself urgently to this problem and oppose the thwarting of development in collective bargaining for blacks.

Arrests

The Canadian Labour Movement expressed concern to South Africa over the arrest of black labour leaders, Mr Edward Skrabec, counsellor at the Canadian Embassy, told the conference.

Emphasizing the importance which Canada attached to its labour code for reforms in South Africa, he said that South

'Closed shop' backed

STAR 24/9/80 (135) ~~135~~ ~~135~~
DURBAN.— The multifacial Trade Union Council of South Africa yesterday defended the "closed shop" practice which has been abused to prevent black job advancement.

It was for this reason that pressure had arisen for the abolition of the closed shop system under which only members of certain unions were permitted to work in certain industries, Tucsac heard.

But the system worked well in many other fields — and its discriminatory abuse could be countered, said Mr Lief van Tonder, first vice-president of Tucsac.

Many unions had to share the fruits of their costly negotiations with "free riders on the bus with union members" who were not prepared to pay their way.

Mr Morris Kagan, a top spokesman for shop-workers, stressed that the "closed shop" was not an attack on freedom of association.

It was an attack on the exploitation of union men by non-union members.

The purpose of the closed shop was to force the non-union people to contribute to union funds. Nobody should benefit from a union without contributing to it, Mr Kagan said.

Equal pay call to Railways

Labour Editor

DURBAN — The Railways' 22 500-strong Artisan Staff Association has called on the Railways to introduce "equal pay for work of equal value"

It would cost R200-million to close the racial wage gap immediately

That was why his union had given the Railways five years to close the gap, Mr Jimmy Zurich, president of the ASA, said in an interview yesterday

He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before

The decision was in line with the labour changes in South Africa

"We see the rate for the job (equal pay) as protection for whites and blacks alike," Mr Zurich said

But the "exploitation of black workers was our primary concern," he added

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial Trade Union Council of South Africa, Mr Zurich said

Both Mr Zurich and the ASA's general secretary, Mr Wallie Grobler, are observers at TUCSA's annual conference here

Another Railway union leader at the conference is Mr Piet Roodt, general secretary of the 9 200-strong Footplate Staff Association

"The question of joining TUCSA will be considered by the union's executive at a later stage," Mr Roodt said

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Lucy lauds Tucsa's courageous stand

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PO

LUCY Mvubelo, general secretary of the National Union of Clothing Workers, yesterday told the 26th conference of the Trade Union Council of South Africa (Tucsa), that only a few years ago she could not in all honesty have accepted affiliation to Tucsa because of its decision in 1968 to

Joe Thlooe reports from Tucsa conference

close its doors to black unions.

She said her union was now affiliated to Tucsa and she was seconding a motion which demanded that Tucsa rededicated itself "to the ideals of decency, democracy and human dignity".

The conference, held in Durban, unanimously rededicated itself to "the preservation of democracy, decency, and to secure the social and economic advancement of all the workers in our country."

Mrs Mvubelo is outgoing deputy vice president of Tucsa.

She said the trade union movement was no longer the outcast of the body politics of the country because TUCSA had retained its identity throughout the decades when the movement was under attack.

"I also know that when it became necessary to push the attack on all workers, Tucsa did so courageously and without considering the consequences which may at the time have followed," Mrs Mvubelo said.

Moving the resolution, Mr Robbie Botha of the Mine Surface Official's Association said "During the storms that Tucsa had had to weather in the quarter century of its existence, it has been accused, among others of abandoning the majority of our workers to their fate."

"Perhaps Tucsa was forced during those difficult years, to make decisions which were not popular and which earned it the unjustified accusations of being racist."

"But let us not lose sight of the fact that many unions, among them some of Tucsa's most ardent detractors were also forced by law to take those self same actions."

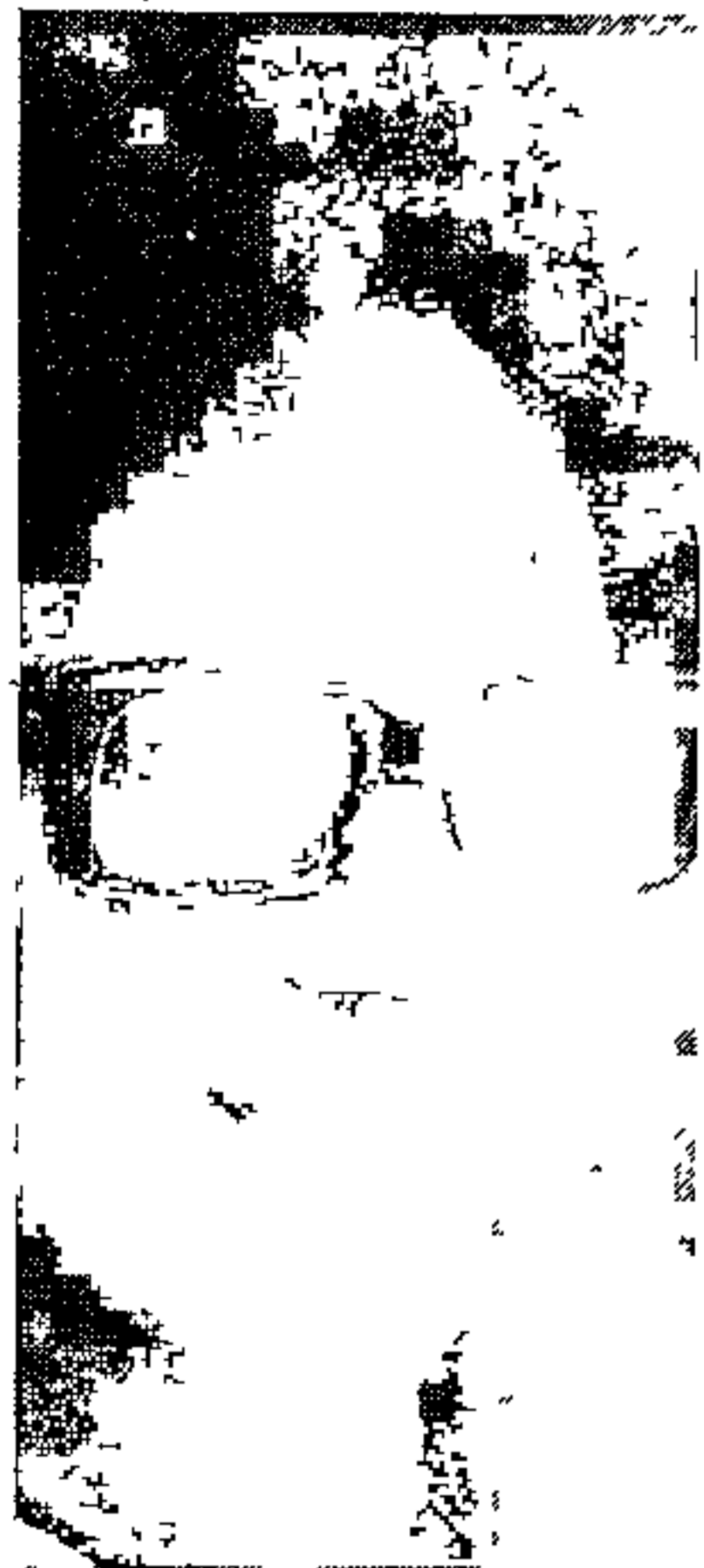
The conference also called on the Minister of Manpower Utilisation Mr Fanie Botha to abolish "all legal or administrative barriers which prevent workers from forming or joining a trade union which can effectively protect and represent their interest."

Mr A E Poole of the Engineering Industrial Workers Union, attacked some unions outside Tucsa as irresponsible — making promises to workers when they were not in a position to do anything for them.

The general secretary of the South African Typographical Union, Mr E van Tonder said he was moving this resolution of freedom of association, although he believed in the principle of closed shop agreement — agreements where employers hire only members of a particular union.

He said he was aware that the resolution could mean a renewed "onslaught on a closed shop provision as practised by many of us."

Fifty unions with a membership of 279 439 are represented at the conference, in Durban.



Mrs Lucy Mvubelo.

Fission and Fusion

In the stable nuclei the nuclear binding energy per nucleon B/A increases. To see this we plot the ratio B/A versus A in fig. 22. The ratio is approximately constant and reaches a maximum of ~ 8 MeV nucleon⁻¹ for "medium" nuclei ($A = 40-120$). The lower values for light nuclei can be attributed to enhanced nuclear surface tension. The lower values for heavy nuclei ($A \gg 120$) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

If we fuse light ($A \lesssim 10$) nuclei into (fission) heavy ($A \gtrsim 200$) nuclei into a system will therefore be more tightly bound (fig. 22). In other words, there is energy (like latent heat) which will be kinetic energy of the reaction products. Fusion one or both of the initial nuclei energy to overcome their mutual Coulomb repulsion occurs spontaneously in some cases, a form of radioactivity in these cases, a nuclear reaction, for example by bombarding ^{235}U with neutrons (fig. 23). The fragments produced exhibit a range of A are initially highly excited and are in ground states and therefore radioactively are also released in the fission process in the production of self-sustaining fission. Most of the energy released in each fission as the kinetic energy of the fission products.



Fig 23 Example of a fission

Tucsa backs fund for education

By Sieg Hannig
Labour Editor

DURBAN — An all-out campaign to raise money and spend it on improved education for the disadvantaged should start now, the Trade Union Council of South Africa has been told

Such a campaign could convince school boycotters that society had their interests at heart, Mr Robbie Botha, a new vice-president of Tucsa told the annual conference

He moved a resolution expressing concern at the

slow rate at which blacks became apprentices. The resolution blamed black educational qualifications, among other things, saying they were deemed inadequate. The conference adopted the resolution unanimously.

Mr Botha warned that it might take some time before any real inflow of blacks into skilled trades became apparent

Mr Botha blamed this on overcrowded schools and other educational shortcomings, as well as

the disadvantages of a poverty environment which left blacks unprepared for industry

Mr Ike van der Walt of the SA Boilermakers' Society, said everything possible should be done to integrate blacks in industry but a future also had to be ensured for them.

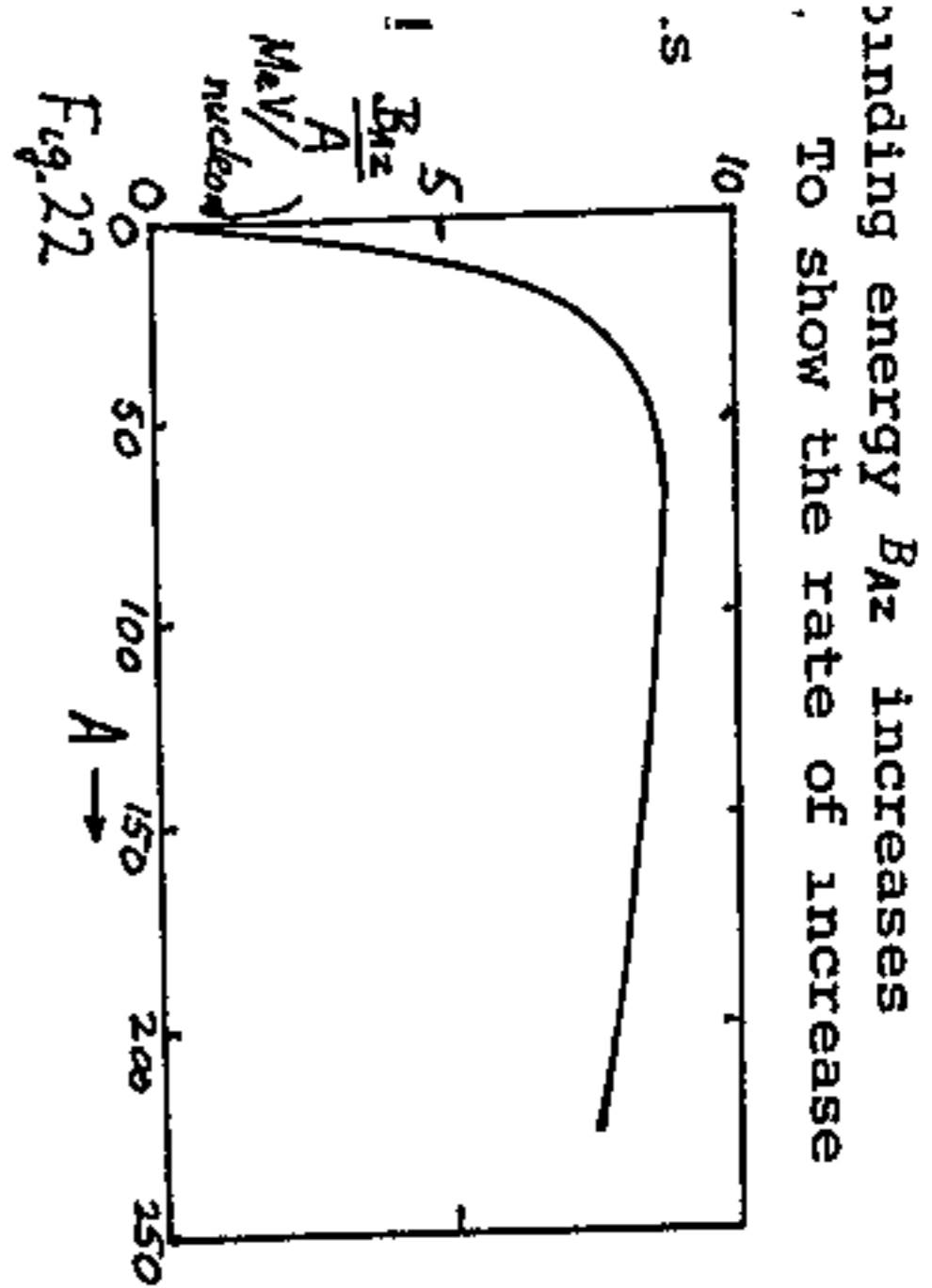
Mr van der Walt also warned against attempts to promote cheap labour through separate training for black apprentices

Equal rights for women in the work place will be gained only through col-

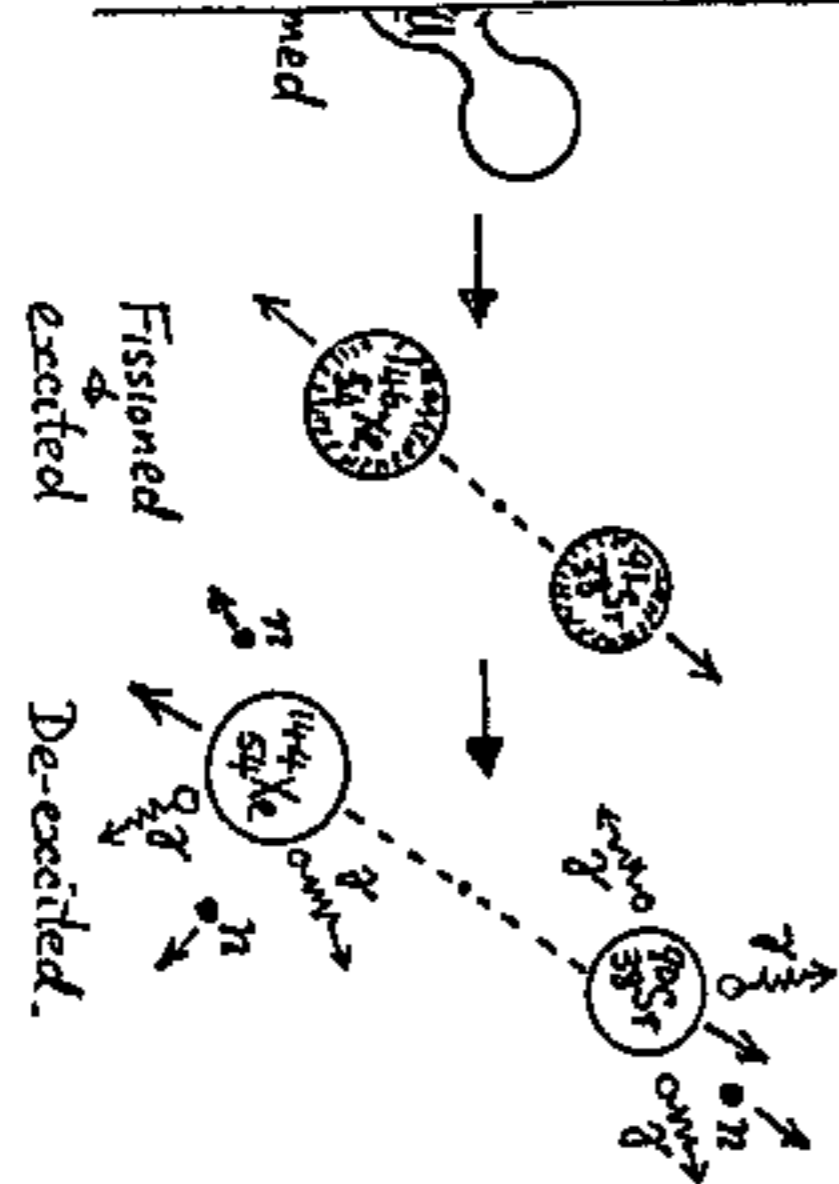
lective action by men and women in the trade unions, said Mrs Fay Mandy, an executive committee member of Tucsa

She told the conference that both the Wage Act and the Industrial Conciliation Act said discrimination could be applied in wages and types of work given to women.

The conference unanimously passed a motion calling upon the Government to remove all provisions discriminating unfavourably against women



into medium nuclei or if we split into medium nuclei our final energy will be a further release of energy. In order to produce nuclear energy sufficient to overcome the Coulomb repulsion, so as to reduce the range of the nuclear force. Some very heavy nuclei and is thus cases. It may also be induced as by bombarding a heavy nucleus such as ^{235}U or ^{239}Pu with neutrons. The product nuclei (fission products) are usually unstable in their own right and these are important processes and these are important in the fission chain reactions. Each fission (~ 200 MeV) appears as a number of fission fragments.



5.

5.1

Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between ~ 0.1 MeV and a few $\times 10$ MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle (e, p or α) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ($-dE/dx$) along this path. The energy loss ($-dE/dx$) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ($-dE/dx$) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and fig. 24(a)). Furthermore, for either particle, the velocity decreases, and hence ($-dE/dx$)

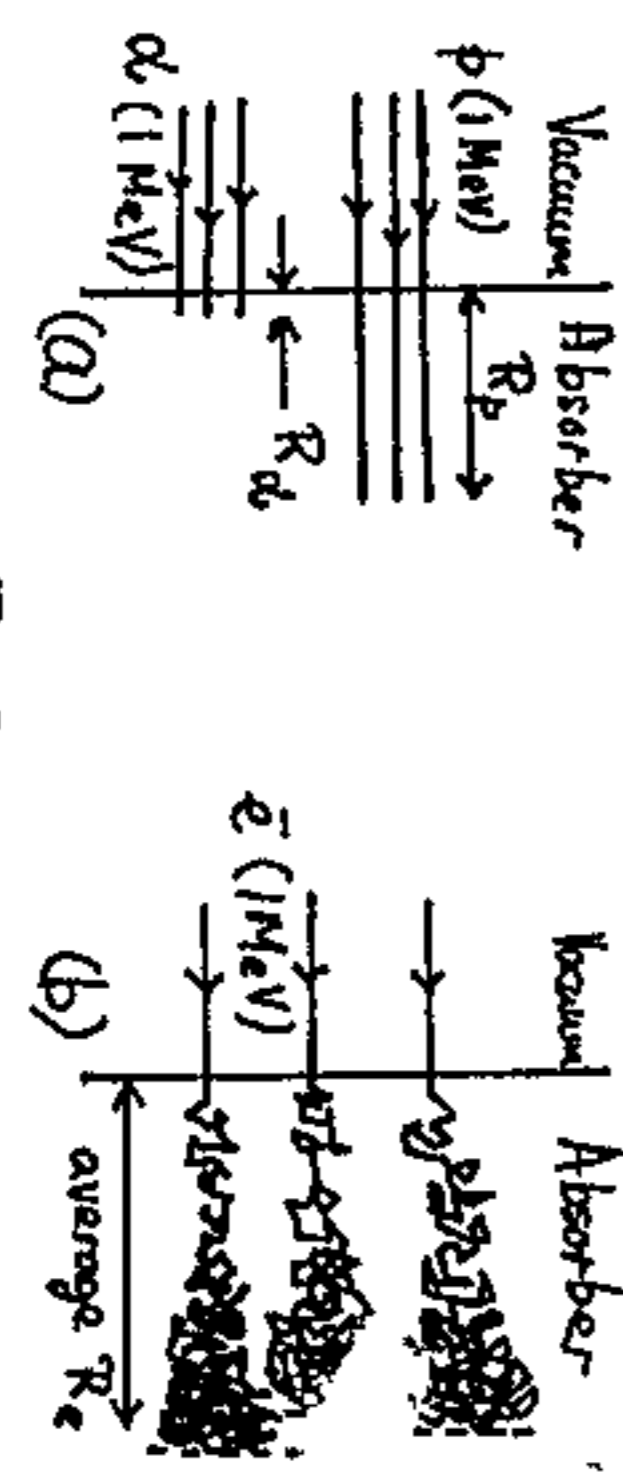
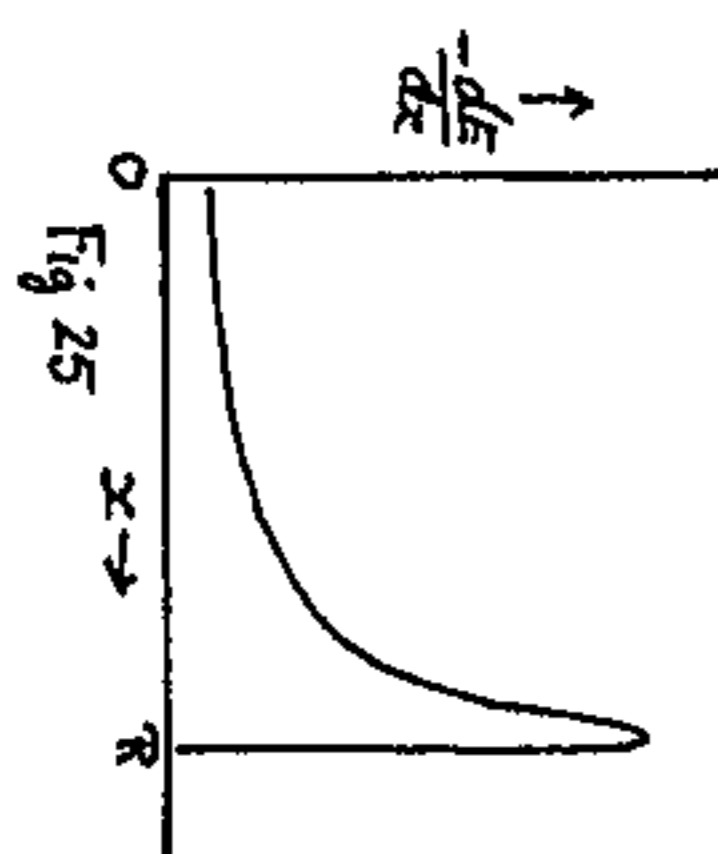


Fig. 24



Tucsa

25/9/80

call to aid blacks

Argus
35

Argus Correspondent

DURBAN — An intensive campaign to raise funds for improved education for the under-privileged should start now, the Trade Union Council of South Africa (Tucsa) has been told

Such a campaign could convince school boycotters that society had their interests at heart, Mr Robbie Botha, vice-president of Tucsa, told the annual conference

SLOW RATE

He moved a resolution expressing concern at the slow rate at which black people became apprentices. The resolution blamed black educational qualifications, adding that they were regarded as inadequate

The conference adopted the resolution unanimously.

Mr Botha warned that it might be some time before any significant inflow of black people into skilled trades became apparent.

UNQUALIFIED

'We are pushing the growth rate to provide jobs for which the proposed beneficiaries are not qualified,' he said

It would be surprising if even matriculated black people could compete for jobs.

Mr Botha blamed overcrowded schools and other educational shortcomings, as well as the disadvantages of poverty, which left black people unprepared for industry.

A FUTURE

Mr Ike van der Walt of the SA Boilermakers Society said everything possible should be done to bring black people into industry. A future had to be ensured for them.

Training should be based on employment prospects in five to 15 years' time. Employers should not take on black apprentices merely to prove that they had the interest of the country at heart.

Mr van der Walt also warned against attempts to promote cheap labour through separate training for black apprentices

Apartheid

'wastes

25/9/80 recms

public

135

money'

Argus Correspondent

DURBAN. — Far too big a percentage of the tax rand is being used to finance a separatist ideology and ensure its continued existence, a Tucsra conference was told today.

Mr Des West of the Tucsra executive said that a massive dismantling of the apartheid structure would release funds which could be used to improve the lot of teachers, nurses and policemen.

It is a fact of life that with the economy gaining momentum, it will become harder and harder for the Public Service to compete with commerce and industry in the scramble for the human talent in our country.

Unless the Public Service became a keener competitor, not only would existing teachers and other professional people seek different employment, but fewer young people would be attracted.

CYNICAL

The traditional South African pay policy, which went something like whites on top, blacks at the bottom and coloureds somewhere in between, was one of the most cynical acts of racial discrimination possible.

White police constables were paid R3 000 a year, coloureds and Indians were paid R2 520 and blacks R1 840.

Our future is bleak unless these occupations carry more attractive and competitive salaries, commerce and industry will absorb our best scholars and university graduates. We cannot afford that. No society can.

The conference passed a motion expressing its disappointment at the recent salary increases for State employees and for continuing salary differentials based on racial classification.

5 APR 26/9/80

Black unions not hindered — official

DURBAN — A total of 11 black trade unions had received registration by the end of last week, the Industrial Registrar, Mr Mat le Roux, told the annual conference of Tucsa.

He denied "disguised accusations" that his office was deliberately hindering the registration of trade unions. This could, he said, be shown to hold no substance by anybody who read the legal provisions or picked up a telephone to speak to him.

To improve understanding, he had obtained authority to meet trade unionists in the country's major centres in the near future.

In addition to the 11 black unions registered so far — out of a total of 18 applications — Mr Le Roux had also received 12 applications for the registration of new unions who wanted to represent all workers.

None of these had been approved yet because their processing was more complicated.

But the Minister of Manpower Utilisation had given approval in principle to constitutional amendments which would allow 28 existing unions out of the 34 which had applied so far to enrol people of other races.

Mr Le Roux assured Tucsa that he was not allowed to register purely company unions.

Referring to an earlier reference to the only company union in South Africa, Mr Le Roux said that this union had not been registered.

He explained that the company involved was the only representative of its industry in the area concerned. Therefore it could be argued that it constituted an industry in the area for purposes of registration.

CAPT Times 26/9/80 (135)

Tempers flare at Tucsa conference

DURBAN — Tempers flared at the annual conference of the multiracial Trade Union Council of South Africa here yesterday, when the first reservations in Tucsa history were raised over Tucsa's demand for a national minimum wage

"I would rather have inflation than revolution," said Mr Norman Daniels of the Textile Workers' Industrial Union, after a lengthy debate over the issue

In spite of one call for the matter to be researched before taking a decision, and a cautioning that overseas studies had shown a minimum wage to be detrimental to lower echelons of workers, the conference opted to call again for a national minimum wage

Mr F Hansa of the Garment Workers' Union (Natal) said the minimum wage for all would keep away hunger and prevent workers from falling

foul of politicians and the government

Mrs Dulcie Hartwell (Natal), said it was all very well to listen to Canadian and American economists, but asked "what was to happen to the tens of thousands who had no wage determinations or industrial councils"

Premier Milling (a major food producer) was paying the laid down minimum wages, but was being supported by taxpayers through government subsidies

If workers had a minimum wage they would spend more money and would not have to be subsidised, she said

Mr Arthur Grobler, general secretary of Tucsa, said the minimum wage question was receiving attention from the Wiehahn Commission and the National Manpower Commission

STAR 26/9/80

Independent group replies to attack

130
~~130~~

By Drew Forrest

Tucsa lacks organisation and support among black workers, a spokesman for the independent Western Province General Workers' Union said yesterday.

Only recently had Tucsa made "serious attempts" to organise black workers, and it could not make up for its failures by attacking independent trade unions, he said.

The WPGWU, which deliberately remains unregistered, played a major role in the recent Cape meat strike. It was responding to an attack made on the union by Tucsa's general secretary, Mr Arthur Grobbelaar, at the Tucsa annual conference in Durban. Mr Grobbelaar questioned the motives of white students and

academics who, he said, were behind the WPGWU.

The WPGWU spokesman said "Worker support is the final test of any trade union, and in this area Tucsa and its affiliates have been found sorely lacking."

A meeting of the Tucsa-affiliated Garment Workers Union in December last year had attracted only one worker, he said, while a WPGWU meeting held at the same time had attracted more than three hundred.

"Until recently . . . Tucsa affiliates have never seriously attempted to organise African workers," the spokesman said. Frequent attacks by Mr Grobbelaar on independent trade unions were no substitute for worker organisation and support.

Move to end union 'thieving'

STAR 26/7/80 (134)

Labour Editor

"Thieves", disguised as trade unionists, were giving trade unionism a bad name and could not be permitted, the Trade Union Council of South Africa was told here yesterday

Ill-feeling and in-fighting among trade union factions—related particularly to recently formed groups outside of Tucsa—surfaced strongly after a proposal that efforts be made to resolve differences between competing unions

Mrs Lucy Mvubelo, general secretary of the black

National Union of Clothing Workers, said it was the duty of Tucsa to protect workers against so-called liberals, "who were promising people the moon" but were, in fact, only "fattening their pockets"

The call for conciliatory moves came from Mr Alan Fine of the Witwatersrand Liquor and Catering Trades Union, who said that ill-feeling and competition among unions harmed the labour movement in general and played into the hands of the bosses. He said Tucsa had the

choice of declaring war on other unions or taking the lead in overcoming the conflict

A former Tucsa president, Mr Ronnie Webb said "It's the free riders who have declared war on us"

Mr Archie Poole, of the Engineering Industrial Workers' Union, pointed out that the South African Co-ordinating Council of the International Metal Workers Federation ceased to function last year because of differences between unions belonging to the Confederation of Metal and

Building Unions and those belonging to Fossatu (Federation of South African Trade Unions), which is predominantly black

After minor amendments, the conference adopted, with only four abstentions, the resolution raising alarm at the establishment of competing unions

The resolution also urged that unions exert every effort to resolve differences by means of discussion and negotiation

The resolution was referred to Tucsa's executive for processing and investigation

Stop discrimination

Joe Thibode reports from Tucsia conference

SEPARATE Development and South Africa's discriminatory education system were attacked at the Tucsia conference in Durban yesterday afternoon.

Separate development was attacked in a resolution on inflation as "stifling the meaningful growth of free enterprise and distorting market forces, contributing in a major fashion to the current skilled crisis, and which has resulted in an unnecessary quadruplication of institutions and services."

On education the conference repeated "its firm conviction that South Africa cannot afford education policies which are discriminatory and which deny to the majority of its peoples a free and equal chance of receiving the best possible education."

The outgoing first vice-president, Mr Ronnie Webb, said that separate development is costing the taxpayer R2 billion in the current financial year.

He said the Department of Co-operation and Development is taking R785 million, the department of Education and Training R240-m, the Department of Community Development R403 m, the Department of Coloured Affairs R383 m and the Department of Indian Affairs R144 m.

In the cold harsh light these substantial allocations would appear laudable," Mr Webb said "But the tragedy of it all is that it is being spent to enforce an ideology that is rejected by the overwhelming majority of the people."

The conference urged the government to unshackle the economy, discard separate development and minimise "inflationary influences".

Speaking on the education resolution Mr Barney Krynauw, general secretary of the Gatment Workers Union said "We cannot afford discrimination in education on moral grounds"

Mr Krynauw said the closure of black schools in the Eastern Cape was "an incredible admission by the education system that it faces a crisis."

"The crisis in black and coloured education has reached dramatic and tragic proportions."

"The nature of the crisis for education as a whole goes much deeper as the basic practices and policies are questioned or rejected in every sphere."

The conference called for the introduction of "an equal and unitary educational system under the administration and control of a single government department". It is part of the motion Industry Combined Workers Union called on students who had boycotted classes to go back to school. He said the boycott of a continued boycott should be put by the...

increases, as the particle penetrates deeper into the medium. The density of energy deposited is therefore...

charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

08/9/80
531 1591

particles in matter are often

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{PE} usually dominates for gamma energies below 0.5 MeV, α_{PP} for energies above ~ 10 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness $x_{\frac{1}{2}}$ of the particular medium required to reduce the fraction N/N_0 (eq. (33)) to one half for a particular gamma energy.

Thus $N/N_0 = \frac{1}{2} = \exp(-\alpha x_{\frac{1}{2}})$ (36)

Some values of $x_{\frac{1}{2}}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

$\alpha = \alpha_{PE} + \alpha_C + \alpha_{PP}$ (35)

collision with a proton. The maximum kinetic energy E_{max} resulting from elastic scattering (of mass m_n and energy E) on a nucleus of mass m_N

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2$$

is much smaller for heavy nuclei than for hydrogen.

Most important effects in the interaction of gamma rays are the photoelectric effect (described in section 2.1, p.5) and the Compton effect (section 2.3, p.8). Energy is transferred from (section 2.3, p.8) to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq. (33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{PE} , α_C and α_{PP} , corresponding to the photo-, Compton and pair effects. Thus

Tempers flare at Tucsas conference

POST Reporter and Sapa

TEMPERS flared at the annual conference of the multiracial Trade Union Council of South Africa in Durban yesterday, when the first reservations in Tucsas history were raised over Tucsas demand for a national minimum wage.

"I would rather have inflation than revolution," said Mr Norman Daniels of the Textile Workers' Industrial Union, after a lengthy debate over the issue.

In spite of one call for the matter to be researched before taking a decision, and a cautioning that overseas studies had shown a minimum wage to be detrimental to lower echelons of workers, the conference voted to call again for a national minimum wage.

Mr F Hansa of the Garment Workers' Union (Natal) said the minimum wage for all would keep away hunger and prevent workers from falling foul of politicians and the Government.

Another outspoken Na-

tal unionist, Mrs Dulcie Hartwell, said it was all very well to listen to Canadian and American economists.

"But what was to happen to the tens of thousands who had no wage determination or industrial councils?" she asked.

Premier Milling (a major food producer) was paying the laid down minimum wages, but was being supported by taxpayers through Government subsidies.

If workers had a minimum wage they would spend more money and perhaps would not have to be subsidised, she said.

Mr Arthur Grobler, general secretary of Tucsas, said the minimum wage question was receiving attention from the Wiehahn Commission and the National Manpower Commission — on both of which he serves.

He said he was "reasonably optimistic" that some form of regional or national minimum wage, certainly in respect of certain industries, might come about in the next couple of years.

"Surely it is not in our interests when we

have an economy where some people have a lot and some people have nothing — where we know full well that some people are dying of starvation," Mr Daniels said.

"What kind of trade union body is this? We have a conscience to see that everybody who works has a decent wage in return for his labour."

"If inflation is caused by giving these people a living wage, I say let inflation come. Are we going to ask for chaos?" Mr Daniels said.

CONFERENCE

Meanwhile the Industrial Registrar, Mr M W J le Roux, told the conference that 11 black trade unions are now registered under the Industrial Conciliation Act.

He said by the end of last week, the Department of Manpower Utilisation had got 18 applications for registration from black trade unions and 11 had been registered.

Blacks have been allowed to register their trade unions since October last year with the new dispensation flowing from the Wiehahn Commission report.

Mr Le Roux said 12 newly established unions catering for all workers had applied for registration. These applications have not been approved yet. "The processing of these applications is more involved in that I must first submit them to the Minister for his formal approval," Mr Le Roux said.

Thirty-four existing unions have applied to the Department for permission to open their ranks to other race groups. The Department has approved 28 of these in principle, although the applications still have to be processed further.

He said the definition of a trade union in the Industrial Conciliation Act, excludes these because a trade union has to consist of employees "in a particular or specified industry."

"Should a union approach me for registration, and should it appear that it is merely representing employees, at a particular company, instead of the particular industry, then such application shall not be entertained," Mr le Roux said.

31. Sir Gawain and the Green Knight

Lecturer : Mrs. N. H. Farquharson

Three other poems: *Patience, Purity, Pearl* will be studied in outline. There will be medieval alliterative verse & conventionalistic of courtly romances which flourished in the 12th century. Twentieth century interpretations examined and the connection with the natural world.

Prescribed Books

Burrow, J.A. (ed) Sir Gawain and the Green Knight (Penguin, 1970)

OR

Waldron, R.A. (ed) Sir Gawain and the Green Knight (York Medieval, 1970)

Tolkien, J.R.R. and Gordon, E.V. rev. Norman D. (ed) The Silmarillion (Allen & Unwin, 1977)

Recommended Reading:

Spearing, A.C. The Gawain Poet (1970)

Burrow, J.A. A Reading of Sir Gawain and the Green Knight (Routledge, 1970)

Ford, B. (ed) The Age of Chaucer (1970)

Jones, R.T. Sir Gawain and the Green Knight (1970)

32. An Introduction to Old English

Lecturer : Prof. J. E. van der Westhuizen

The aim of the course will be to introduce students to the Old English period (roughly 700-1100) and the learning of a certain amount of grammar, which will be on the reading of selected poems and the discussion of topics of cultural interest.

Prescribed Texts:

Quirk, Adams, Davy (eds). Old English Literature (1970)

Introduction

ALL YEAR CURRICULUM SECTION

Thurs. 11.15 a.m.

POST 26/9/80

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R2-billion — that's the cost of apartheid, Tucsa told

26/9/80 ARWMS

Argus Correspondent
DURBAN — Separate development will cost tax-

payers nearly R2-billion during the 1980/81 fiscal year, the Tucsa conference heard today

Mr Ronnie Webb, former first vice president of Tucsa, said that while inflation was also interna-

tionally inspired, South Africa was one of those countries with a built-in bias towards inflation

(135)
Of the R2 billion needed to fuel South Africa's five 'apartheid' departments, about R785 million was for Co-operation and Development, R240-million for Education and Training, R103 million for Community Development, R383 million for Coloured Affairs and more than R114 million for Indian Affairs

One could argue that these large sums would have to be spent anyway, but the tragedy of it all is that it is being spent to enforce an ideology that is rejected by the overwhelming majority of people who finance it, not to mention the tremendous duplication of facilities and services,' he said.

He said that implementation of separate development also demanded massive amounts. The relocation of people cost R55-million between April 1977 and March 1978 while the purchase of land for the consolidation of the 'homelands' cost R40,4-million during the 1978/79 fiscal year

It was unnecessary to say this money could have been used more purposefully.

ESSENTIAL

In every inflation-ridden country it was considered essential that government expenditure be curtailed

'Yet in South Africa we choose to ignore this fundamental economic principle' Mr Webb said

'Unless we are prepared to discard the policy of separate development in its entirety we will never realise the total extent of our true economic potential'

The veteran shopworkers' unionist, Mr Morris Kwan, said no country had as many control boards as South Africa had

Separate development rejected

By Sieg Hannig
Labour Editor

DURBAN — Large sums are being spent on the separate development ideology which "is rejected by the overwhelming majority of the people who have to finance it," the Trade Union Council of South Africa (Tuasa) heard yesterday.

The annual conference of the 283 000-strong organisation called on the Government to "discard the policy and dismantle the structures which served it."

The resolution blamed separate development as one of the underlying causes of South Africa's unacceptably high inflation rate.

It mentioned the unnecessary quadruplication of institutions, and services, and said the policy stifled free enterprise, distorted market forces and contributed to a skills crisis.

Mr Ronnie Webb, a past

president of Tuasa, said the Minister of Co-operation and Development had stated recently that more than R1 000-million was spent in 1978/79 to make separate development

work.

This money could have helped to eradicate socioeconomic disparities. In addition there were hidden costs such as the skills crisis, which were

difficult to quantify.

"Unless we are prepared to discard separate development in its entirety, we will never realise the total extent of our true economic potential,"

Mr Webb said.

There were only eight abstentions in the vote on the resolution.

A unanimous resolution was passed, calling for the urgent introduction of an

"equal and unitary educational system" under a single Government department.

"Who can doubt that the education system is a gigantic failure — near collapse," said Mr Barney Krynanuw of the Garment Workers' Union.

He warned it might cost twice the Defence budget to begin providing equal education. Even under a free and unified education system with improved facilities, the required teachers would not be available for some years, he said.

Another unanimous resolution called for a national policy on nutrition, with an urgent plan to ensure adequate nutritional standards for all South Africans.

How could children brought up under a disadvantage such as malnutrition hope to compete in a modern industrial society? asked one of the delegates.

P 10

Mercury Reporter
IN A heated debate yesterday, the Trade Union Council of South Africa was asked to decide whether it should 'declare war' on other trade unions or try to negotiate with them in the interests of worker unity in South Africa

Proposing a resolution, at the Tucsa meeting in Durban, that unity was of the utmost importance to the workers of South Africa, Mr Alan Fine of the Witwatersrand Liquor And Catering Trade Employees' Union, said recruiting by other unions of workers already unionised was an unfortunate development

He said it could lead to conflicts which could be exploited by employers and weaken the bargaining power of workers as a whole

During the debate members of Tucsa, affiliated unions referred to other union

War or unity? Tucsa asked

135

FM 26/9/80

officials as 'thieves' who were pocketing money given to them by workers for union funds

'It has been our fault that many unions are poaching on established unions,' said Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers

'They are exploiting workers and never achieve anything for them. The benefits go to fattening their own pockets'

Mr R C Webb, of the Motor Industry Combined Workers' Union, said he did not believe Tucsa should declare war on anybody but that the other unions had declared war on Tucsa

Many delegates spoke against the motion saying it violated the noble traditions of trade unionism and Tucsa should attempt consultation before confrontation

It was decided that Tucsa would attempt to inform

other unions of its objections to worker poaching and negotiate with other unions rather than declare 'war' on them

The conference — with four absentations — urged the trade union movement in South Africa to refrain from establishing new unions where workers were already organised, attempt to resolve differences between competing unions and urge competing unions to settle their differences by discussion and negotiation

TUCSA challenging union's support

TUCSA is once again trying to challenge the sympathy and support enjoyed by the Western Province General Workers' Union among black workers in the Western Cape.

This was said by a spokesman for the union (which was involved in the recent meat strike) in response to an attack on the body by TucsA general secretary, Arthur Grobbelaar. He expressed deep suspicion of the motives of white students and academics behind the Western Province General Workers' Union. He did so on Tuesday at the annual con-

ference of TucsA (Trade Union Council of South Africa) held in Durban.

In a clear reference to the recent meat strike in Cape Town, in which 800 workers lost their jobs over demands for the recognition of a democratically-elected works committee, Mr Grobbelaar asked:

'What sort of trade union was it that did not seek recognition for itself but for a committee which could not be a substitute for a trade union?'

'I would submit that it is not a trade union. The organisation was completely run and

controlled by the white student and academic community and he deeply suspected their motives, he said.

A WP General Workers' Union spokesman said:

'TucsA affiliates have attempted on a number of occasions to challenge the support and sympathy enjoyed by the WPGWU amongst black workers in the Western Cape.

'A humiliating defeat was suffered recently by a major TucsA affiliate when in opposition to the WPGWU it attempted to organise the Cape Town stevedores.'

The spokesman was referring to a meeting called by Mr Louis Petersen, secretary of the Garment Workers' Union in Cape Town, on December 20, which attracted only one stevedore.

Another meeting held at the same time by the WP General Workers' Union attracted more than 350 stevedores.

'We say that worker support is the final test of any trade union and in this area TucsA and its affiliates have been found to be sorely lacking,' the spokesman said.

21/9/80
L. Heerde

Tucsa delegates call for bigger transport subsidy

29/9/80 pom 135

DURBAN — The Government should use part of the gold "bonanza" to subsidise transport more, the Trade Union Council of South Africa (Tucsa) conference in Durban was told yesterday

Mr Solly Ariefdien, of the National Union of Commercial, Catering and Allied Workers, said black workers were the ones affected mostly by recent rises in transport fares

Through no choice of their own, they had to live in outlying areas

In most other countries

workers lived close to industrial areas, but most South African workers were blacks who, under the Group Areas Act, had no choice in selecting to live close to where they worked

"Part of the gold bonanza should be used to alleviate this burden," said Mr Ariefdien

Mrs J Barnard, of the National Union of Distributive Workers, called for the Government to break the monopoly of the Putco bus service

"It is controlled by one family, who bought it a couple of

years back for less than R1-million. It is now worth about R19-million," she said

Though subsidised by the Government, the minimum fare from outlying areas of Pretoria to the city was 60c

"One wonders what happens to these subsidies," she said

It was claimed that "free riders" and "corruption" were responsible partly for high fares

A resolution calling for further Government transport subsidies was passed unanimously — Sapa

Call to

NM 27/9/80

135

remove all race reference

Mercury Reporter

THE General Secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar, yesterday called on organised business to follow the lead set by Tucsca and remove all references to race from their constitutions. 'They should talk about their membership, not race,' he said.

In an interview after the Tucsca conference in Durban, Mr. Grobbelaar praised delegates for their spirit of togetherness and tolerance.

He said the decision to remove references to race from the Tucsca constitution was 'very significant'.

Although specific instances of labour unrest in South Africa — such as the Johannesburg municipal workers' strike and recent strikes in

Durban — had not been dealt with at the conference, fundamental issues of national importance had been

'The conference was worried by some of the recent labour unrest and it was mentioned that some unions resorted to strike action as a weapon of first resort rather than when everything else had failed,' he said.

Delegates had shown their desire for workers to become trained in negotiating skills

Mr. Grobbelaar said that while there were differences in policy and methods among various unions in South Africa, somewhere along the line all trade unions would come to the conclusion that the interests of the total workforce were indivisible and there would be a move towards unity.

President of Tucsca, A. Malherbe said he was satisfied the congress had discussed adequately most of the relevant matters which affected workers.

A demand was made for the Government to introduce a national contributory pension scheme which would benefit all workers.

Thousands of workers had no way of providing for their old age. The scheme need not be administered by the Government but by a consortium of insurance companies, delegates said.

A special committee is to be set up by the national executive of Tucsca to investigate sex discrimination.

Delegates said there was a number of laws in South Africa which discriminated against women.

In some cases women, who were often the major contributors to family incomes, were treated as minors by the law and had no entrenched rights of their own.

The congress resolved to draw up guidelines for action to deal with sex discrimination.

Unions also called on the Government to increase its subsidy to public transport.

Mr. Solly Ariefdien of the National Union of Allied Commercial Catering and Allied Workers' Union said the high cost of public transport was making vast inroads into wage packets. Some workers were compelled by law to live far from their places of employment.

A portion of the money coming to South Africa from the gold bonanza should subsidise public transport.



...workers of all races are calling for an end to apartheid. That's the summary of this week's Trade Union Council of South Africa conference in Durban.

In a conciliatory atmosphere, but with an underlying current of urgency, black and white delegates representing more than 300 000 workers repeatedly spelt out the message to end separate development.

The conference — the 26th — involved men and women of working-class backgrounds who have won their fight for legislation allowing all workers in South Africa to join or form trade unions.

The legislation, which followed years of fighting by the workers, also provides for the training of black workers, abolishes job reservation and has brought about the establishment of the country's first industrial court, plus the National Manpower Commission, whose function is to investigate all labour matters and policy.

These legislative changes which, in the words of Tucsas's president, Andre Malherbe, "generated a mixture of elation, disappointment, satisfaction and frustration," were celebrated at the conference with the removal from Tucsas's constitution of all direct racial references.

Tucsas also rededicated itself to "such actions and policies as will ensure the maximum good to all the peoples of South Africa."

Apart from resolutions dealing specifically with workers' rights, others concentrated on sex discrimination in law, custom and society; the lot of pensioners, schoolchildren, State employees, clerical and administrative workers the 1980 Budget, public transport subsidies, and nutrition.

Apartheid frequently came under the whip as a socio-economic failure.

Des East, Transvaal secretary of the Motor Industry Combined Workers' Union, suggested a massive dismantling of the apartheid structure to release public funds for better use in improving the lot of policemen, nurses and teachers.

He said far too much of the taxpayer's money was being used "to finance a separatist ideology and ensure its continued existence."

Deploing the "colossal waste of money," he blamed the "extensive policing necessary to maintain this outdated and objectionable system."

This policy had distorted wages and salaries, stifled normal market forces, restricted free-entrepreneur, enforced a strict demarcation of entrepreneurial skills and expertise, and dictated the location of industries and the quantity and quality of the country's manpower resources.

Referring to the R2 000 million it will cost the taxpayer in the 1980-81 fiscal year to keep the five apartheid departments going — R785-million for Co-operation and Development, R240-million for Education and Training, R403-million for Community Development, R383-million for Coloured Affairs, R144-million for Indian Affairs — he said, "In the cold, harsh light of human endeavour, these substantial allocations would appear laudable and indeed, one could argue that these large sums of money would have to be spent anyway."

"But the tragedy of it all is that it is being spent to enforce an ideology that is rejected by the overwhelming majority of the people who have to finance it."

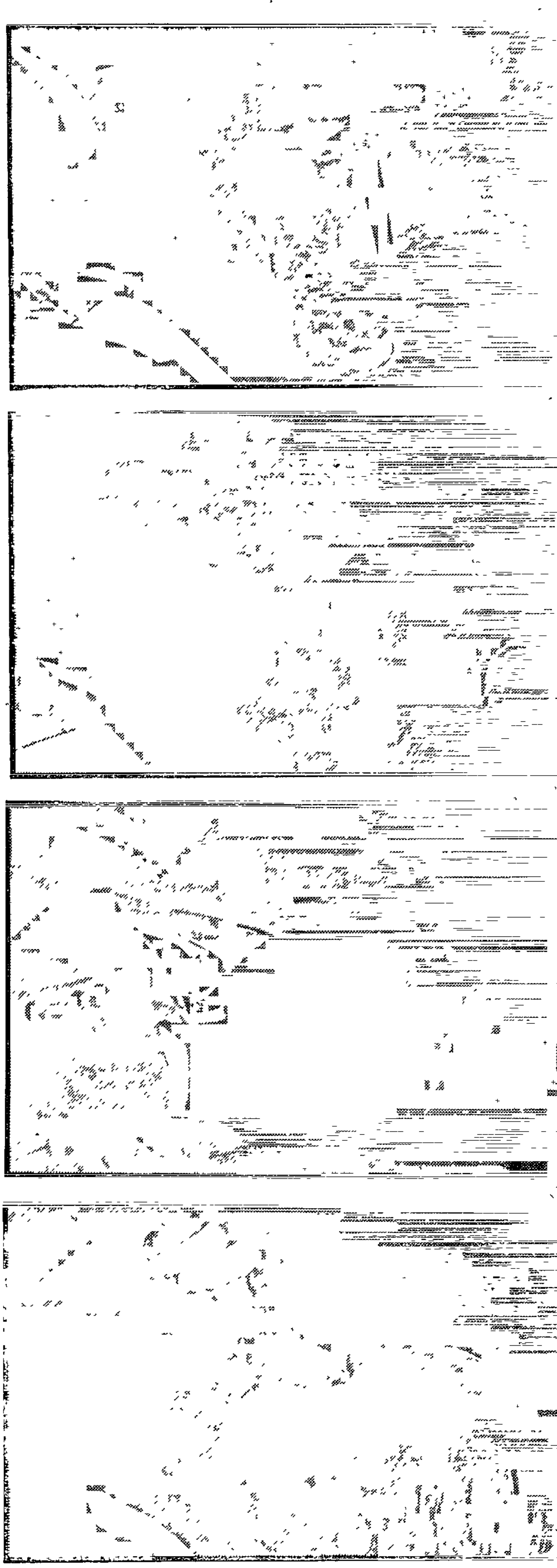
Land

The massive relocation of people and the purchase of land for homelands consolidation had also exacted an enormous price.

"Instead of financing apartheid in education on a grand scale we could have provided more and better schools and other educational facilities; paid our teachers better salaries which would not only help to retain our existing personnel but would also attract others to the profession."

"There could have been more health services, better and equal pensions, more houses and better and equal civic amenities."

The resolution, formulated by Tucsas's national executive committee, expressed the conference's concern at



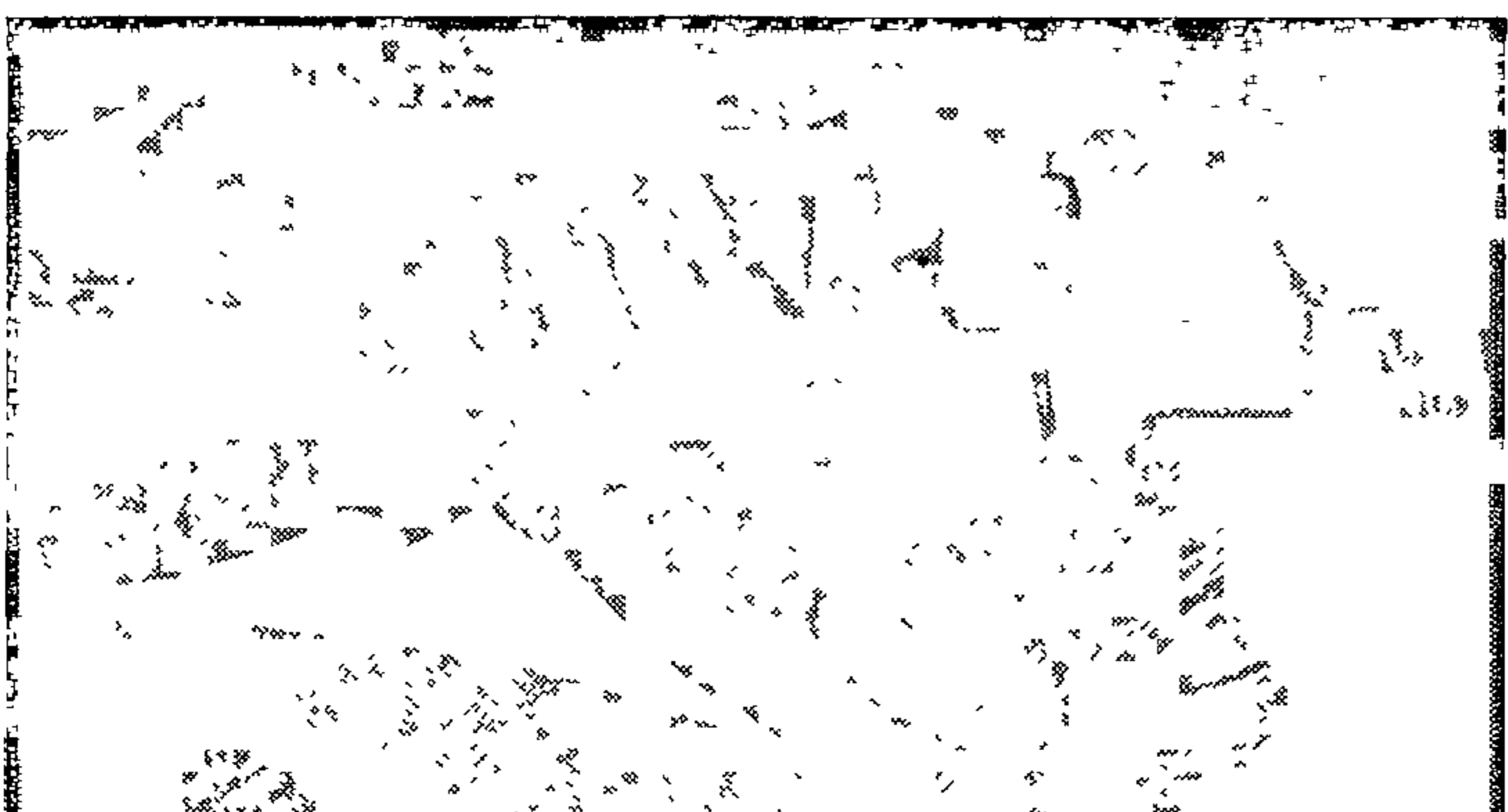
Professor Nic Wihahn, president of South Africa's first Industrial Court

Workers unite against apartheid

TRID
28/9/80
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The tragedy of it all is that (the money) is being spent to enforce an ideology rejected by the overwhelming majority of the people who have to finance it

— Ron Webb
Tucsas's deputy vice-president



Andre Malherbe, president of Tucsas...

Report by MAUREEN CRIFFIN Pictures by PETER DUFFY

discrimination based on race, he said a white police constable started a matric certificate on a salary of R3 000 a year. His black counterpart with the same qualification started on only R1 842 a year.

Ron Webb, deputy vice president of Tucca, introduced a motion calling on the Government to "unshackle the economy" and discard separate development.

the "unacceptably high level of inflation" and urged the Government to take immediate steps to unshackle the economy "and to discard the policy of separate development and dismantle the structures which serve it, thereby minimising, in- flationary influences.

The motion was carried with 12 abstentions. Proposing a motion calling on the Government to formulate a comprehensive

produced for the aged to ensure they remained active and independent for as long as possible.

"Who would dare to say we cannot afford these three simple services when in four months collected the Government in GST and R508-million in GST and heaven knows how much

national policy on nutrition, D. M. J. van Vuuren of the Mine Surface Officials Association said it was impossible to speak of equal opportunities while children were physically placed in an inferior position through inferior feeding.

include a massive educational programme and should also extend to the field of women's rights — the right of a mother to adequate nutrition during pregnancy and her right to be with her children to ensure that they received the optimum feeding.

A nutrition policy had to Dulce Hartwell, of the

National Union of Distributive Workers and the National Catering and Allied Workers, said it was clear taxpayers were subsidising a low wage policy.

She referred to new wage-rates for certain industries which were set as

low as R27,84 a week, while a labourer's 42-hour a week wage was set at R16,80.

She suggested expectant mothers should receive additional supplies of milk and vitamins, that free or subsidised milk be provided in schools, and that a similar service be in-

"In a black high school, a black university, a black student has little or no contact with the essential Western culture in which he or she will then be expected to operate as a trained professional!" How, totally inefficient!" he said. Another resolution called for the removal from

the Statute books of all provisions in industrial legislation which discriminate unfavourably against women, while a further national executive committee to appoint a specialist committee to investigate all aspects of unnecessary sex discrimination.

By Sieg Hannig,
Labour Editor

No instant solutions to the recent run of "new era" strikes were offered at last week's annual conference of the 283 000 - strong Trade Union Council of South Africa

On the contrary, the conference showed that Tucsa was at war with the very organisations that have given employers the worst headaches

One speaker described it as a total war among black trade unions. Another said the division was one between responsible and irresponsible trade unionism

Specific allegations that pinpointed some of the ideological differences were

○ Unions that resorted to strike action as a weapon of first recourse instead of as a last resort

○ Black workers' bodies dominated by white students and academics

○ Unions that did not confine themselves to any industry or sought to represent workers in industries in which they had no previous interest

○ Unions that claimed to be independent but belonged to bodies that allowed little independence to member unions and had a foreign "pay-master"

○ The "strange motives" of a union that did not seek recognition for itself from employers or the Government

Several speakers pointed out that the workers were the losers in the union conflict which was giving the whole labour movement a bad name and which played into the hands of the employers

They won acceptance of a resolution calling for efforts to settle these differences. But no one seemed to have any real hope that this could be done

It was clear that many

Tucsa

hits at

outlaw

unions

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Tucsa unions shared the employers' hostility towards the groups on the other side of the fence

The conference gave no impression of sharing what the British Trades Union Congress (TUC) called "concern about the recent wave of repression against independent trade union organisations of black workers"

Indeed it ignored the TUC's call that the conference should address itself urgently to this problem

Far from feeling repressed, Tucsa's black and non-racial unions expressed satisfaction with their newly found rights and liberties

Clearly they did not identify with the policies and tactics of those unions that suffered from the "wave of repression"

It wasn't that Tucsa had abandoned any of the old principles on which it was founded and for which it incurred the wrath of the Government in past years

Yet there was no doubt

that Tucsa had achieved respectability in the eyes of the authorities and the establishment

The conference reiterated previous calls for a national minimum wage and for a national contributory pension scheme with somewhat less vigour than before. There was even some opposition

Some observers will call this a sign of realism that is sure to win Tucsa new members from the white labour movement.

Others will say that the true relevance of a trade union federation in South Africa at this stage depends on its growth in black membership.

The question is whether Tucsa unions, will be able to enrol and retain more black members than unions outside Tucsa

The answer could well depend on whether black workers find it profitable to belong to unions that are prepared to work within tried structures

At this stage it is not clear how many will join less patient unions which resort to unorthodox methods to overcome the inequities inherited from a generation of apartheid.

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Tucsa boss questions motives of students

General secretary slammed

Argus Correspondent

DURBAN. — Deep suspicion of the motives of white students and academics behind the Western Province General Workers' Union was expressed here yesterday by the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar.

His attack came in a clear reference to earlier comments about a Western Cape strike in which 800 blacks lost their jobs over demands for the recognition of a works committee

Mr Grobbelaar asked what sort of trade union was it that did not seek recognition for itself, but for a committee which could not be a substitute for a trade union.

I would submit it is not a trade union, he said.

INDICEMENT

It was a damning indictment of a body that called itself a trade union.

This organisation was the Western Province General Workers' Union—a union that was completely run and controlled by the white student and academic community.

He felt deeply suspicious of their motives and objectives, he said.

The conference condemned the current trend

by some employers, some worker bodies and the Government to promote works councils as an inferior alternative to trade unions.

The conference also adopted a call on the authorities to use the greatest circumspection in the registration of company unions.

DISADVANTAGE

Ordinary unions faced greater difficulties in proving their membership and representativeness, said Mr Steve Scheepers.

Why should a democratic organisation be at a disadvantage to an undemocratic organisation, especially when we are

living in a democratic country? he asked.

In a company union the employer looted the bill. This constituted an interference in the freedom of association, he said.

Equal pay call to Railways

THE Railways 22,500-strong artisan Staff Association (ASA) called for equal pay for work of equal value.

Because it would cost R200 million to close the racial wage gap immediately, his union had given the Railways five years to close the gap, said Mr Jimmy Zurich, president of ASA.

Living death for pensioners

IN SPITE OF the so-called gold bonanza South Africa's old-age pensioners were suffering a living death, Tucsa heard yesterday.

A female office worker with little experience could earn R450 a month, but pensioners had to make do with a pittance so unbelievably low that it was surprising that they survived at all.

Stopping the free riders

MULTIRACIAL Tucsa yesterday defended the closed shop practice which has been abused to prevent black job advancement.

Mr Lief van Tonder, first vice-president of Tucsa, said many unions had to share the fruits of their costly negotiations with free riders on the bus who were not prepared to pay their way.

A SPOKESMAN for the WP General Workers' Union today criticised Tucsa's general secretary, Mr Arthur Grobbelaar, for his frequent verbal attacks on the independent trade union movement.

He said Tucsa affiliates have on a number of occasions attempted to challenge the support and respect enjoyed by the Western Province General Workers' Union (WPGWU) among black workers in the Western Cape, the spokesman said.

HUMILIATION

A Tucsa affiliate recently suffered a humiliating defeat when in opposition to the WPGWU, it tried to organise the Cape Town stevedores.

We submit that worker support is the final test of any trade union. In this area Tucsa has been found to be sorely lacking.

In fact until it was recently given the go-ahead by the Government and the bosses, it had never seriously attempted to organise African workers.

Labour men walk out

5-7-72 8/10/80

By Sieg Hannig
Labour Editor

Racial differences between trade unions led to the walkout of three labour leaders from a multiracial trade union meeting in Johannesburg this week.

The clash of opinions has caused the suspension of a programme to promote understanding between leading employers and trade unions at consultations under the auspices of the Graduate School of Business Administration of the University of the Witwatersrand

The walkout took place after black labour leaders had held that blacks should be organised only by black trade unions, said the first man to walk out, Mr Ike van der Watt

Mr van der Watt, general secretary of the non-racial SA Boilermakers' Society, said "They ask us to understand the problems of the black worker, but they don't want us to organise blacks non-racially

"They have as much right to do this as white unions have to organise

whites exclusively.

"But they are not going to do this with my help"

Two others who walked out were Mr Jimmy Zurich of the Railways Artisan Staff Association and Mr Piet Roodt of the Railways Footplate Staff Association.

They were among 42 unionists from 15 unions who attended the meeting at the graduate school on Monday

The purpose of the meetings was to exchange ideas and arrive at consensus on issues of com-

mon concern

In February considerable agreement had been reached on the regulation of industrial relations

But it had been agreed that the two union groups should meet to clarify the apprenticeship question before a further consultation was arranged.

At the union meeting "it became apparent that not enough understanding had been reached on the different historical backgrounds and perspectives of the two groups," said the statement

More likely to join now black union is registered

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By Sieg Hannig,
Labour Editor

Johannesburg's 1 000-
strong black textile Workers' Union in the Transvaal expects an upsurge in membership now that its last obstacle to full recognition has been overcome

The union has been registered in terms of the In-

dustrial Conciliation Act for the magisterial districts of Johannesburg, Benoni, Germiston, Alberton, Randfontein, Nigel and Springs

"We already have the recognition of most employers in the textile industry on the Reef," said the union's overjoyed general secretary, Mrs Evelyn Seloro

APPLICATION

"The few employers who refused did so because we did not have registration"

She said she was applying for membership of the industrial council so the union could play its long-denied role as a negotiator for legally enforced minimum wages

But she did not propose to recruit workers outside the Transvaal where other black or mixed unions are active

Instead, she hoped to form a federation with the Cape-based Textile Workers' Industrial Union

Mrs Seloro said her union was established in 1973 as an offshoot of the largest black union, the National Union of Clothing Workers. Both unions are affiliated to the Trade Union Council of South Africa

She attributed most of her membership to the co-operation of textile firms which allowed her access to their premises for the recruitment of members

Racist Tucsa is under fire

SUNDAY POST Reporter

PARALLEL unions, regarded with distaste in black labour circles, could soon disappear from the ranks of the Trade Union Council of South Africa (Tucsa). But their replacement, the mixed union, is no better.

This is the view expressed by the Federation of South African Trade Unions in the latest edition of Fosatu Workers News (FWN)

It says: "Fosatu will have nothing to do with mixed unions. Separate branches and separate executives are the children of apartheid's 'separate but equal' idea."

Tucsa started off organising Africans into parallel unions, which are controlled by its largely white registered unions. And although always half-heartedly claiming an interest in African workers, it only seriously tried to organise them two years ago, when it became clear that Africans would soon be allowed to join registered unions.

Fosatu and other independent unregistered unions consistently slammed the parallel unions for their collusion with employers and for not promoting African workers' interests.

Tucsa unions, unable to squash the criticisms levelled at parallel unions, started applying early this year for mixed status from the Government. So the parallel unions are now merging with their parent unions.

Tucsa argues that it has always believed in mixed unions and that it was never its intention to maintain the parallel unions.

But this step towards opening its registered unions' ranks to African workers has done little to soften its critics' blows.

As FWN puts it: "As always, it seems as if Tucsa-style non-racialism stops short of real trade unionism. While enrolling African members, they keep racially separate branches, with a union controlled by a racially segregated executive."

Futhermore, argues FWN, the first time many African workers hear about a Tucsa mixed union is in their pay packets.

For instance, it says that garment workers in Natal are being organised by the PAYE method — no questions, no answers, just employers being told to start union deductions on workers' wages

"So it is that workers are now members of mixed unions and they know as much about their union as they do about their tax"

And at a Pinetown motor company, apparently the first time the African workers heard about a union in their plant was in their paypackets.

They contained stop order forms for one of Tucsa's mixed unions, which the workers were expected to sign

LABOUR MOVEMENTS

The Search for union goes on

ALEC ERWIN, general secretary of Fosatu, talks to union organisers . . . "our problem — an alliance between the so-called 'responsible' unions, some employers and the State."



At last month's annual conference of the Trade Union Council of South Africa (Tucsa) scathing attacks were levelled at certain unions generally termed "independent".

The Tucsa offensive is seen to reflect increasingly bitter competition in the organisation of black workers. What marks

Q: In view of sharp policy differences between the various independent union groupings, does it make sense to talk of an "independent labour movement?"

ERWIN There is no "movement" as such, but a common history to some extent, a shared outlook. All the unions originated in black worker organisation rather than as a result of a policy decision by a white registered body. All share the experience of hostile managements and a hostile State.

Q: So the unions are "independent" only in a historical sense?

ERWIN Many of the independent unions have developed

a similar strategy and perception of management. They believe in negotiating from shop-floor strength, in organising workers before seeking recognition.

Q: Cusa and Fosatu unions have opted for registration. Will this not impair your "independence?"

ERWIN The State has all sorts of means of controlling unions. The Western Province groupings - which reject registration - have experienced this. The view we take is that the control imposed by registration can be countered by strong shop-floor organisation and democratic union procedures.

Q: Do you accept the implication implied at the Tucsa conference, that Fosatu affiliates are too tightly controlled from the centre to be called "independent?"

ERWIN It is true that our affiliates are expected to adopt a common policy, and that we pool resources and effort - but we see this as being crucial for the building of a strong labour movement. Tucsa's major weakness is precisely its incoherence, its lack of a clear policy stand.

Q: What of Tucsa's view that many of the independent unions are dominated by white students and academics?

ERWIN Anyone looking at Fosatu will see that this is nonsense. All our controlling committees are constitutionally dominated by workers, and the workers we represent are black. There are a handful of white officials, who could not possibly dominate.

Q: . . . And the Tucsa claim that "independent" is a misnomer when applied to unions with "foreign paymasters?"

ERWIN: The point is that all emerging unions need financial assistance in order to grow - and this ap-

plied to Tucsa in its early days. Moreover Fosatu has always had a policy that money comes without strings attached.

Q: The latest Tucsa conference is seen as heralding intensified conflict between the established and independent unions.

ERWIN We do not see Tucsa as homogeneous, a majority group within Tucsa is making decision and policy stands with which we cannot agree. We will talk to any union which shares our views.

Q: Which Tucsa unions would qualify for your co-operation?

ERWIN Those that accept that the prime task at the moment is the organisation of unskilled and semi-skilled workers. The fact that many of Tucsa's white affiliates are establishing "parallel" black unions, or mixed unions with segregated branches, shows that the interest of the old craft and racially exclusive bodies still predominate.

Q: There have also been Tucsa accusations of unions organising in industries "where they had no previous interest..."

ERWIN When we move into a new industry, we focus mainly on unskilled and semi-

skilled black workers. These have been largely neglected by Tucsa unions.

Q: There have been whispers of impending State action against certain independent unions - the Western Province General Workers Union, for example - which refuses to register. How does Fosatu view the future?

ERWIN First let me say that we are strongly against any action designed to force trade unions to register. A union movement should express workers' wishes and cannot be legislated for.

Our shop-floor strength makes us reasonably confident of the future. Our main problem is the continuing alliance between the so-called "responsible" unions, certain employers and the State.

Other independent groupings are: the Council of Unions of South Africa (Cusa), the Cape-based Western Province General Workers Union and Food and Canning Workers Union, and the Black Allied Workers Union and its offshoots.

out the independent bodies from their Tucsa competitors?
DREW FORREST talks to Mr Alec Erwin, general secretary of the largest independent union grouping - the Federation of South African Trade Unions (Fosatu).

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Union leader defends role

Own Correspondent

PARIS — South African trade union leader Mrs Lucy Mvubelo, on a four-nation European fact-finding mission, said here she sometimes had to defend herself from accusations that she was "a female Bishop Muzorewa"

Mrs Mvubelo told a press conference that a church minister in Amsterdam had attacked her in this manner several days ago. She had replied "I have chosen evolution instead of revolution"

She admitted to French journalists that similar criticisms were made against her by young people in Soweto, but claimed that "only a minority do so. Many others come to me to thank me for getting them a job"

Mrs Mvubelo said the minister in Amsterdam had told her, "You are being used just as South Africa used Bishop Muzorewa. He lost the elections because the people did not back him. Do your people back you?"

She had replied "I am proud of my record. We do not want to get handouts as though we are cripples. We want to work and I organize work"

She is vice-president of the International Textile Federation and represented her 21 000-strong National Union of Clothing Workers at the federation's recent annual conference in Vienna. The union was founded in 1953 and Mrs Mvubelo joined the same year.

Mrs Mvubelo said she favoured the constellation of states idea on condition that homelands were dissolved.

She has a number of engagements in Paris with French trade union leaders, businessmen and members of several delegations planning to visit South Africa.

She leaves Paris at the end of the week for Brussels before returning home.

Lucy Mvubelo tells of her 'Muzorewa' tag

Own Correspondent

PARIS — South African trade union leader Mrs Lucy Mvubelo, who is on a four-nation European fact-finding mission, said in Paris yesterday that sometimes she has to defend herself against accusations that she is a "female Bishop Muzorewa"

Mrs Mvubelo told a Press conference that several days ago in Amsterdam, a dominee attacked her in this manner, and she replied "I have chosen evolution instead of revolution"

She admitted to journalists that similar criticisms were also made against her by young people in Soweto, but claimed that "only a minority do so. Many others come to me to thank me for getting them a job"

Mrs Mvubelo said that the Amsterdam dominee told her "You are being used, just as South Africa used Bishop

Muzorewa. He lost the elections because the people did not back him. Do your people back you?"

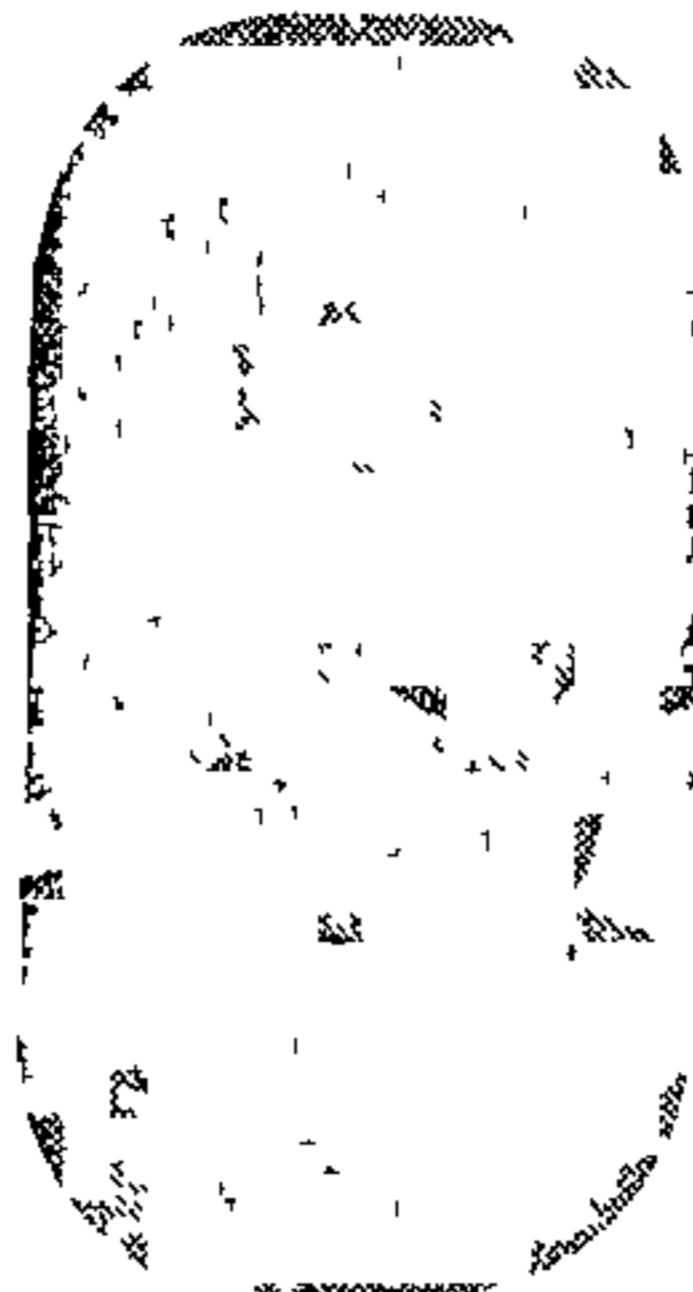
She said she replied "I am proud of my record. We do not want to get handouts as though we are cripples. We want to work, and I organise work"

Mrs Mvubelo is vice-president of the International Textile Federation, and represented her 21 000-strong National Union of Clothing Workers at the federation's recent annual conference in Vienna

Her union was founded in 1953, and she joined the same year

She told newsmen she favoured the Constellation of States — but on condition that homelands were dissolved

She has a number of engagements in Paris with French trade union leaders, businessmen and members of delegations planning to visit South Africa



LUCY MVUBELO

I back
evolution,
says
Mvubelo

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Own Correspondent

PARIS — Trade union leader Lucy Mvubelo backed "evolution instead of revolution" during her visit to France as part of a four-nation European fact finding tour

At a Press conference in Paris she rejected suggestions that she was a "female Bishop Muzoie-wa"

She said she had met with similar criticism in Amsterdam earlier in her tour

"I have chosen evolution instead of revolution," she retorted

She accepted that similar criticisms were sometimes made against her by young people in Soweto, but said they were a "minority"

"Many others come to me to thank me for getting them a job" she added

CRITIC

Mrs Mvubelo said she had told her Amsterdam critic "I am proud of my record"

"We do not want to get handouts as though we were cripples. We want to work — and I organise work"

Mrs Mvubelo, who is vice-president of the International Textile Federation, represented her 21 000 strong National Union of Clothing Workers at the federation's annual conference in Vienna

Mrs Mvubelo was yesterday

Inter-union rivalry in media industry

INTER-UNION rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union concerned is the former Writers' Association of South Africa (WASA) which is known for its black consciousness.

It recently changed its name to Media Workers Association of South Africa (Mwasa) and amended its constitution to include all workers in the communications field.

Thus included drivers, messengers and printing staff, confirmed Mr Zwelakhe Sisulu, President of Mwasa.

But large numbers of black printing staff already belong to the South African Typographical Union (SATU)

which recently obtained an exemption to enrol blacks into its previously white and coloured ranks.

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU, some of these workers attended a Mwasa meeting in a SAAN canteen during lunch time on Thursday.

Asked whether the printers were not best accommodated in the printing union, Mr Sisulu said: "Our point of view is that we are essentially in the same work situation and that whatever grievances we have are common."

He said the workers would decide what union they preferred.

Mr Sisulu confirmed that he and Mwasa's Regional Secretary for the Southern Transvaal,

Mr Joe ThloJoe, were initially prevented from attending the Mwasa meeting at SAAN.

"Management's idea was that the meeting should not take place, but the workers voted that it should go on," he said. "We were later allowed in."

SAAN's Group Personnel Manager, Mr L. S. Hall, denied that the workers had defied a management instruction not to hold the meeting.

"It was not a question of defiance," Mr Hall said. "They decided to proceed with the meeting in spite of a request to defer it."

Mr Hall said he had expected Mwasa to go through the courtesy of approaching management before holding a meeting on the company's premises.

Mr Zwelakhe Sisulu, president of Mwasa.



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Store makes staff pay fine, so union steps in

By HARRY MASHABELA

THE Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) yesterday stepped into the Randburg Pick 'n Pay case where black employees were forced by the branch store management to pay off a R240 fine imposed by health inspectors on the store for uncleanness.

Mr Morris Kagan, the union's spokesman, said CCAWUSA would demand from management a refund of the R1 each worker was made to pay.

The union, he added, was disturbed by the attitude of the store's management towards black employees.

He said the employees had already complained to the union and that the union was "taking up the matter with the management of the supermarket store at the highest level".

Reacting to a Pick 'n Pay statement that the works committee had agreed that workers be charged R1 to pay off the R240 fine, Mr Kagan said "Works committees are not free instruments of workers. They are inclined to do what managements expect of them."

Black workers at the branch store complained to the Rand Daily Mail on Tuesday that they had been forced to pay R1 each so that the store could pay off the R240 fine.

They said they had been threatened with dismissal if they refused to pay.

Mr E T Hoult, general manager of the company, said it was not the company's policy to make employees pay fines imposed on the store, but that the workers had in this instance been made to pay up because they had "misused facilities".

He also said the matter had been discussed with the works committee and that the committee had agreed that each worker be made to pay R1.

Mr Hoult said only two workers had refused to pay the R1, but the store would not take any action against them.

Pick 'n Pay will refund employees

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WORKERS at Pick 'n Pay in Randburg will get back the cash deducted from their wages to pay a R240 health fine.

The fine was imposed on the store by health inspectors, who found that the toilets and canteen used by the workers, and a store-room for fruit and vegetables, were not clean.

This week some of the workers had as much as R6 taken off their wages to help pay the fine, but they have been told they will be refunded, and management has apologised to them.

All workers were fined R1 for the toilets and canteen, and those who work in the fruit and vegetable area were fined an additional R5.

The store manager, Mr Mike Katzen, originally told the workers they would be fired if they did not pay the fine.

Then, they said, they were told management and the works committee had agreed workers should pay instead of anyone being fired.

The Sunday Express went to the branch, and was told by workers "There is a cleaner who cleans the canteen and toilets, but some of us who work on the shop floor, serving behind counters or packing, have been instructed to assist him as he cannot cope with all the cleaning."

"We have been told, by the manager, that a second cleaner cannot be employed. How can we deal with food and customers and clean toilets as well?"

The toilets, they said, were also open to the public.

Two men who refused to pay, Mr Moses Masimong and Mr William Matoboge, both of Alexandra, said they had been prepared to be fired. They work in the butchery department, and earn about R44 a week each.

Neither was fired but they said they were harassed by the store's management from the date they refused to pay — they were not allowed to use the toilets or the canteen.

They had to leave the building to relieve themselves, and their timecards were marked every time they left the building. Leaving and entering the building also involves a security search.

"I don't know what they are going to do about the time they have marked off on our cards"

WAGES TAKEN OFF FOR HEALTH R240 FINE

By DAMIAN de LANGE

"We will see with our next pay cheque," Mr Matoboge said.

Fining of workers is illegal in terms of the Wage Determination Act, and there is a possible R200 fine.

A strong letter from the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) was sent to the Pick 'n Pay management, pointing out the illegality of their action, and asking that workers be refunded.

Mr Morris Kagan, Transvaal region secretary of the Associ-

ation of Distributive and Allied Workers Unions — an umbrella body for catering unions including CCAWUSA — sent the letter.

He added that the fact of two workers being refused the use of the toilets was a "very unfair labour practice".

Mr E G Hoult, general manager of Pick 'n Pay Supermarkets Transvaal, said the management of the Randburg branch had made a mistake in enforcing the fine on the workers.

He said he realised fining was in contravention of the Act.

"The Industrial Council has been around and I am presently waiting for them to contact me," he said.

Mr Hoult said the action had been "a case of mis-management".

The Randburg store manager had not been aware of the Act and this was why corrective action had been taken.

"The store manager's actions will be the subject of further meetings," he said, when asked if any action was to be taken against Mr Katzen.

Mr Hoult said there would be no intimidation of workers once the money was paid back.

Literacy came to most parts of Africa only... there are no widespread written accounts of... It is possible, in the first place, to estab-... people over time. There have been records... object outside one's own frame of reference... been carried down from generation to generat... of a table. Does the table exist as an obje... what is termed oral traditions. We see it... hand, but for an idealist or existentialist... there are different kinds of oral traditions... secondly, what makes this table a fact... the historian than others. It is difficult... the person who is recording it as a fact... absolute way, but one could say that there... that it is a table. For the historical mate... first, there are those of a specialist... ere it represents the labour gone into it... which often include accounts in the oral... between capital and labour — this gives r... of the table, the origin of rural class... each, and contains an awareness not only o... (see appendix) Only in rare cases can t... remittances in every sphere. In addition, of... second type says even less. There are other... counted for the sake of those who particip... category, and Man's perception of it. Where does... beginning. We begin by naming the object of table... conditions record directly or indirectly some... has questioned and deepened somewhat. We h... those who are considered different from those... is that the person who is recording it as a fact... very useful. Then, we can break down a table... 3-

2. ORAL TRADITIONS

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Registration brings only woe to union

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Far from making employers more amenable, registration under the Industrial Conciliation Act has brought nothing but woe to the Textile Workers' Union (Tvl), according to the union secretary, Mrs Eveleyn Seloro

Since registration, the union had looked forward to widespread employer recognition and a sharp increase in membership, but three textile companies had since ceased to recognise the union

In the past, the TWU had had a "gentleman's agreement" with these companies, Mrs Seloro

said providing for the deduction of union dues and funeral insurance premiums

Now these facilities had been withdrawn on the instructions of the National Industrial Council for the Textile Industry.

Mrs Seloro accused the Industrial Council of "stalling" on her application for membership, and of helping create confusion among workers which could lead to industrial unrest.

"I am already having difficulty in stopping workers from causing strikes and conflicts," she warned.

Nationwide boycott planned by union

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By Drew Forrest

The South African Allied Workers' Union (SAAWU) is to stage a nationwide boycott of an East London furniture group which has refused to negotiate on the reinstatement of its black workforce, dismissed after striking last week.

Union members throughout the country would be asked to boycott the products of East London Furniture Industries (Pty) Ltd over the Christmas period, SAAWU general secretary Mr Sam Kikane said yesterday.

The union would also seek the support of community organisations, churches, trade unions and foreign labour groupings such as the Zimbabwe Congress of Trade Unions, Mr Kikane said. A large proportion of the furniture produced by the factory is exported to Zimbabwe.

Drastic measures had become necessary, he stress-

ed, to "show management that SAAWU is not a union to be fooled around with."

Mr Kikane said that since the 176 workers had been dismissed last Friday management had "dodged" all union overtures to discuss their reinstatement.

Central to the workers' grievances is the claim that they were forced to join the National Union of Furniture and Allied Workers' of South Africa (NUFAW) — a registered body affiliated to Tucsa.

In a Press statement, NUF AW assistant secretary Mr A J M Groenewald said that in terms of a registered "closed shop" agreement the company could employ only members of his union.

"The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry to discuss terms with them," he said.

Mvubelo Fejebets Saawu Claim

Represented on ur...

EAST LONDON — It was unfortunate that ever since the government allowed blacks to form organised trade unions, everyone wanted to get onto the bandwagon, veteran trade unionist, Mrs Lucy Mvubelo, said here yesterday

The general secretary of the National Union of Clothing Workers was commenting on industrial disputes and strikes in the Border area

Mrs Mvubelo is visiting East London for four days as part of her routine programme of visits to her union's branches

She was angered by a statement in a weekend newspaper claiming that strikes in the East London area were being caused by the Trade Union Council of South Africa and its agents.

The statement had been made by the general secretary of the South African Allied Workers Union (Saawu), Mr S. K B Kikune

"If Saawu will organise workers in peace and concentrate on the numerous industries with no organised unions, I would be happy with them because they would be assisting in organising the unorganised," she said

The Garment Workers Union, of which her union is part, had been responsible for negotiating agreements, including the Eastern Cape, for all workers in the clothing industry, she said

"To my surprise Saawu is now accelerating efforts in the belief that they will organise a better deal for workers"

What annoyed her most was that this struggle between black trade unions was getting some people in government circles a chance to justify their belief that blacks were not ready for trade unionism

been operating all these years and have actually made it possible today that they (Saawu) can operate as a trade union"

Mrs Mvubelo called for closer co-operation between all trade unionists

"What we need is co-operation and confrontation, not confrontation"

She felt the efforts made by her union for 27 years in trying to get recognition of black workers in unions were not being appreciated by those who sought to discredit them

"Black workers have struggled to upgrade their living standards and working conditions ever since the promulgation of the first Industrial Conciliation Act in 1924

The exclusion of such workers, defined as employees under the Act, made them open to all forms of exploitation by employers

"Fortunately black

women were not subject to this Act then and when we entered the clothing industry in 1942 we became members of a registered union hence our wages and working conditions were better than those of our men folk"

She said women were paid the rate for the job in all industries falling under agreements at that time

When the law was changed and the Native Labour Settlement of Disputes Act was promulgated in 1953 they were forced by law to separate from workers of other race groups.

"We did not blame the union for this because they had nothing to do with it. It was government law"

"Neither did we sit down and cry over the tragedy. We worked ourselves up and proved that a black worker is just as valuable as any other in this country"

MSB MVTZBIO... arranged by SAAWA

PARALLEL UNIONS

Foreign look-in

The issue of parallel unions — those established by white registered bodies for black workers — is once more under scrutiny. A nine-man delegation from the International Metal Federation (IMF) is in SA studying labour developments as well as the activities of its affiliates — some of whom have established parallel unions.

The delegation is visiting SA as the result of a heated debate at the IMF's conference in Geneva last year where a hard-hitting resolution was put forward condemning the action of certain affiliates operating in SA and asking for action to be taken against them. The resolution was withdrawn only on the understanding that an IMF delegation would investigate the allegations first hand.

The eight unions affiliated to the IMF represent a broad spectrum of the labour movement in SA. Three are affiliated to the Federation of S. Trade Unions (Fosatu), two to the Trade Union Council of Africa (Tucsa) and three are independent.

The development of parallel unions has been condemned by Fosatu and other independent trade unions who argue that registered trade unions are organising black workers in cahoots with management. They cite cases where management have called in former white unions to organise black workers in an effort to undermine independent unions which had already organised black workers, and to channel union organisation in their plants.

In defence parent unions argue that parallel unions are merely a stepping stone to greater unionisation of black workers.

The IMF delegation is also investigating accusations that black workers are being hired off second best where they are being organised by white unions. One example quoted is that some white unions protect their skilled and semi-skilled members during wage negotiations at the expense of the unskilled (black) workers.

The delegation is also to meet unaffiliated trade unions and employer organisations such as Anglo American and the Steel and Engineering Industries Federation of SA (Seifsa).

6	M	CX
8	S	CS
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7	M	CM
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2	C	CC
8	C	CB
4		CA

No. of Tuts

Details

Code

INDUSTRIAL RELATION -

WORKERS ORGANISATIONS -

TUSCA

19/1/81 - 31/12/81

RDM 19/1/81 (135)

Row erupts over Mvubelo award

Own Correspondent

PORT ELIZABETH — Controversy has erupted over Rhodes University's decision to award an honorary Doctorate of Social Science to veteran trade unionist, Mrs Lucy Mvubelo

Mrs Mvubelo, who is deputy vice-president of the Trade Union Council of South Africa (Tucsa), will receive the award "in recognition of her achievements in the trade union field" at Rhodes' graduation ceremony on April 10

Mr Dumile Makanda, chairman of the Motor Assemblers' and Component Workers' Union of South Africa, surprised and disturbed at the news, said "The university is making a serious mistake. She's done nothing for the black worker that merits this award. As far as I'm concerned, she's just a puppet of Tucsa"

Mr Henry Chipeya, president of the Commercial, Catering and Allied Workers' Union of South Africa, said Mrs Mvubelo had a strong and likeable character, and had the ability to influence people where it mattered

"If she is receiving the doctorate on the basis of these qualities, that's fantastic. But if she's receiving it in terms of her so-called constructive contribution to the black trade union movement in South Africa, it's misplaced. I don't think her contribution has been constructive in any way"

Mrs Mvubelo, who began her career as a unionist in 1953, became the first organiser of the Garment Workers' Union of African Women. She took an active part in the defiance campaigns organised by the now banned ANC

When the South African Con-

gress of Trade Unions was formed in 1954, Mrs Mvubelo became the organisation's first vice-president

But in 1958 her union and 18 others withdrew from Sactu "It became the ally of the ANC," she said "We didn't want to become involved in politics"

Today Sactu works as an underground organisation in close co-operation with the ANC

Much criticism against Mrs Mvubelo centres on her association with Tucsa, an organisation which, in the 50s, according to one veteran trade unionist, supported influx control because, they argued, it gave the workers who were already in industry more protection

In 1975 Mrs Mvubelo was among a group of trade unionists who offered to support the then Minister of Justice, Mr J T Kruger, in stopping "communist infiltration" into South Africa's labour force

Rhodes' vice-chancellor, Dr Derek Henderson, said even Mrs Mvubelo's detractors would have to admit she had achieved a tremendous amount in the trade union field and had shown great fortitude in overcoming obstacles in her life

He said the details of how Mrs Mvubelo was proposed for the award were confidential, but that her nomination had been approved by both the university's senate and council before she was invited to accept the degree

"It's not uncommon for universities to consider people who have a degree of controversy attached to their name. The world would be a very dull place if there was no controversy at all"

M R I Ness

R Stubbs Award
For the best project in structure and design.

J G Kirkman

S A Brick Association Prize
For the student who has made best use of bricks in his design work.

Miss M F J Sandilands

Mrs. Thornton White Prize
For the best work in first year.

BUILDING

ARCHITECTURE
(Continued)

STAR 26/1/81
Strike hits ink firm

(135) (139) (152) (183)
A strike hit the Coates Brothers printing ink company in Durban today after management refused to negotiate with union leaders

ARCHITECTURE
(Continued)

Workers belonging to the South African Allied Workers' Union (SAAWU) had called on management to reinstate one of their colleagues who was dismissed last week and to grant recognition of the union

Prize

Production was reportedly halted as striking SAAWU members stopped working and members belonging to the rival Tucsa typographical union had to stop work as a result of the walkout

The general secretary of SAAWU, Mr Sam Kikine, said he had tried to meet management to discuss workers' complaints but they had refused

n Prize
has made
n his

He accused management of being "intransigent" and said SAAWU was interested in maintaining industrial peace

A senior official at Coates Brothers would not comment today on the dispute.

R Stubbs Award

For the best project in structure and design.

M R I Ness

BUILDING

National Development Fund
for the Building Industry

Book Prizes

For the best student in each year of study of the degree course.

First Year

J A L Chapman

Second Year

C S Jones

Third Year

B de Jong

Fourth Year

R W Kohne

George Strachan Prize

For the best final year student of the degree course.

R W Kohne

LTA Prize

For the best student obtaining a first class pass for a dissertation in Building Management.

S F Richardson

DD 28/1/81 (139) (1977)

Textile union meets

EAST LONDON — Five trade unionists will address a meeting of the Textile Workers' Industrial Union of South Africa in the City Hall here at 8pm tonight.

The local regional director, Mr Mxolisi Sitoto, will be appearing with the general secretary of the

union, Mr Norman Daniels, of Cape Town, Miss Cathy Eagles, also of Cape Town, Mr Wesley Beam, of Uitenhage, and Mr Wilson Nqikashe, of Cape Town.

The Textile Workers' Union is an affiliate of the Trade Union Council of South Africa. — DDR

ARCHITECTURE

(135)

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student in third year.

Miss C Tredgold

David Haddon Prize

For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osbourn Prize

For the best work in fourth year.

D H Pryce Lewis

John Perry Prize

For the best work in third year.

R A van Rosenveld.

SASOL PROTEST

Argus
31/1/81

135

~~268~~

JOHANNESBURG. —
Workers at the Sasol I and II projects near Secunda have written to the Prime Minister protesting about the employment of over-personnel.

The written protest was sent to Mr Botha by engineers and supervisors at the projects.

They complain that millions of rands were being wasted on both Sasols by importing skilled workers from countries such as England.

Young South Africans were walking the streets workless while money and jobs were being channeled to foreigners.

Grievances include:

- Overseas workers at Sasol earn more than local employees.
- Overseas workers were entitled to free accommo-

Weekend
Argus
Bureau

dation, medicine and transport

● Many imported workers were incompetent and had to be repatriated

They asked the Prime Minister to meet them because management did not appreciate their problems

The head of the Confederation of Metal and Building Unions, Mr J E Faure, said if the allegations were correct the workers were right to approach Government

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa), said it was fundamental that local labour be utilised

'We have emphasised this to the National Manpower Commission — overseas workers must be repatriated after they have filled an immediate need,' Mr Grobbelaar said.

This week Sasol denied the allegations and said that as construction work could not be delayed at Secunda 'certain highly skilled and specialised workers' were sometimes employed when there were insufficient skilled South Africans

Thousands of workers annually were being trained at all levels at a cost of millions of rands, a Sasol spokesman said

The total training cost for Sasol 2 and 3 up to 1983 would be R63-million, he said

Out of 25 000 construction workers at Sasol 2, about 850 were overseas workers — all for skilled jobs.

David Gordon Prize

Miss C Tredgold

in third year.

For the best woman student
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

Helen Gardner Travel Prize

P F Dunkley

Sixth Year

For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

RDM 5/2/81 (184) (35) (36)

Steel unions ask for immediate 20c rise

By STEVEN FRIDMAN
Labour Reporter

REGISTERED trade unions in the steel and engineering industries have asked employers for an immediate 20c an hour increase for all workers — a move which could alter wage bargaining in the industry.

The demand has been spurred by sharp rises in the cost of living and fears that lower-paid black workers may 'take matters into their own hands' if the increase is not granted, according to union sources.

This call for an immediate increase also forms part of a proposal by the unions to restructure wage bargaining in the industry in an attempt to 'give credibility to the official negotiating system'.

Steel and engineering industries employ about 500,000 workers. The unions' demand for an immediate 20c rise, which would raise the industries' minimum wage by about 25c, will be discussed next week.

Minimum wages in the metal industries are usually negotiated in the first half of each year. The new minimum comes into effect in mid-year.

But unionists say employers usually complain they have already granted increases at the beginning of the year and that the negotiated increase should be reduced to take this into account.

They argue that this diminishes the credibility of industrial councils, key elements in the official bargaining system, because increases are seen to stem from a unilateral decision by employers.

It is also claimed a "rigid" system of bargaining at a set time each year does not take account of swift changes in the cost of living.

"Our mid-year demand is for rises ranging from 50c to 30c an hour. But employers could reduce this by the amount granted now," a union spokesman said.

The difference would be that they would be reducing the mid-year amount by a negotiated rate, not one they had unilaterally decided on.

Some critics argue that the industrial council system is too cumbersome to deal with the problems of lower-paid workers.

"We support the existing system," a unionist said. "But if it

is to maintain credibility, it must be modified to suit changing circumstances. We see this more flexible system as a way of achieving this."

The unions are also suggesting that this year's wage agreement last for 18 months — until next December — rather than the usual year, and that automatic increases for next January and June be built into it.

Both sides would have the right to call for a renegotiation of the wage rates while they were in operation. This would enable unions to call for new increases if members found themselves hard pressed, and employers to call for an adjustment if there was a downturn in the industry.

A union spokesman said union demands were also aimed at narrowing the gap between the minimum wages agreed at industrial councils and the rates actually paid.

"We hope by next year to be bargaining on actual wage rates, rather than on minimum rates which often have little to do with reality," a union source said.

This is also seen as an attempt to strengthen the credibility of bargaining within the official system.

1977/1978

FM 6/2/81
MIGRANTS
Contracted out

More than ever migrant workers in the Western Cape are getting a raw deal. Already, African workers are subject to

the coloured labour preference policy which limits the number of Africans in the Western Cape to 10% of the population. Now employers are allegedly invoking the housing restrictions of the policy to terminate contracts — particularly where workers are being unionised.

Late last year contracts of some 100 workers, many of whom who had been employed for well over 10 years by Irvin & Johnson were not renewed. They have all been replaced by coloured workers. The workers claim the retrenchments resulted from their involvement with the unregistered African Food and Canning Workers Union and the subsequent presentation of a set of grievances and demands for better working conditions.

Management has countered union allegations of victimisation by saying that permission to employ blacks in the Western Cape is only granted by special government exemption — depending, among other things, on the availability of housing.

Says Hein Ehlers, I&J group personnel manager: "We have to prove we cannot find coloured people to do the job, and since the single quarters in Langa are being converted to married accommoda-

tion there is no other accommodation available."

However, the union contends that a memo was circulated at I & J last year stating that "it was now the policy of the trawling division to employ coloured labour as opposed to Bantu labour." The memo went on to say that if departments wanted to employ African workers, they would have to get the permission of the personnel manager.

Allegations of victimisation are difficult to prove as there is no obligation on behalf of employers to renew contracts. But other unions in the Western Cape endorse the claims.

Unionists point to the meat workers' strike last year when migrant workers were dismissed after they had gone on strike. This left them with the mandatory 72 hours to leave the Cape and return to their "homelands." "Management clearly used the precarious position of migrants to get rid of what they called 'trouble-makers.' They continue to resort to this measure by terminating contracts where they previously renewed them," claims one unionist.

The I & J workers also point to the fact that management introduced a representa-

tive of the Trawler and Line Fisherman's Union to them once they had expressed interest in joining the African Food and Allied Workers Union. The Trawler and Line Fisherman's Union is affiliated to the Trade Union Council of South Africa (Tucsa).

Says one unionist: "By its actions, management was clearly trying to oust a representative union and replace it with one that was more acceptable to it."

But management contends that it will talk to any "representative" union, despite the fact that it continually refused to meet with the African Food and Canning Workers Union throughout the year.

'Pay must go up in three crisis areas'

By GERALD REILLY
Pretoria Bureau

THE Government must move fast to improve salaries and working conditions in three potential disaster areas — nursing, teaching and the police — the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday.

His appeal to the Minister of Finance to make funds available for "instant relief" in these critical areas in the "little Budget" on February 16 was supported by the Progressive Federal Party.

The crisis in Transvaal hospitals was highlighted this week by the acting superintendant of Edenvale Hospital, Dr George Perling, who warned of a collapse of the nursing structure.

The Federal Council of Teachers' Associations has warned of the crisis in education because of the acute teacher shortage, and the president of the Transvaal Teachers' Association, Mr Peter Mundell, has forecast a "catastrophe" in education unless substantial salary adjustments are authorised.

The extent of the discontent among police is reflected in the large number of resignations last year — more than 3 000.

At its annual congress last year Tucsra severely criticised the extent of salary increases granted to Government workers from the beginning of April.

Tucsra also protested at the continuing salary differentiations based on race. It urged the Government to implement an equal-pay-for-equal-work policy as an urgent priority.

The PFP spokesman on health, Mr Horace van Rensburg, said it was "inconceivable" that the Government could remain insensitive to the crisis, despite the warnings from responsible medical men and others about the depletion of nursing and paramedical staff in hospitals.

What was needed immediately was a 30% hike in the earnings of nurses and paramedics.

Lives would be placed in jeopardy because of the Government's total failure to solve, or even start to solve, the problem.

Asked to comment on Dr Perling's allegations yesterday, the Transvaal's Director of Hospital Services, Dr Henne Grove, said "Dr Perling is doing an excellent job at Edenvale. He has reopened 16 beds, and hopes soon to have all beds available."

Dr Grove would make no further comment.

Nursing must be 'totally integrated'

135
RDY
7/2/81

By GERALD REILLY
Pretoria Bureau

NURSING services were gaught up in the same manpower crisis which is affecting all sectors of the economy, the vice-president of the Trade Union Council of South Africa, Mr Steve Scheepers, said yesterday

Like other sectors, hospital nursing would have to become totally integrated, and the "senseless" barriers to black nurses dropped

"When you're sick you don't care who nurses you as long as they are qualified and capable," said Mr Scheepers

Meanwhile, the Minister of Health, Dr I. A. P. A. Munnik, said in an interview from Cape Town that the department's policy was to keep hospital admissions to a minimum through preventive medicine and community health centres

Mr Scheepers said the root of the nurse problem was inadequate salaries, which should be lifted immediately by 30%

Dr Munnik, however, declined to comment on the increases which will be announced by the Minister of Finance, Mr Horwood, when he introduces the part-appropri-

ation Budget on February 16
The Minister praised Dr George Perling, acting superintendent of Edenvale Hospital, for his excellent organisational abilities in making the best possible use of available staff

Dr Perling said this week that unless the Government began treating nurses "fairly" immediately, hospitals risked "losing them all"

Dr Munnik said the department's policy was to expand preventive medicine and to establish community health centres thus keeping many people out of hospital

"Extra-institutional medicine could be a big part of the answer to the nursing shortage — a shortage which could last for a long time"

Dr Munnik recommended that other hospitals study and consider introducing the "excellent system" of flexible working hours for nurses used at Groote Schuur Hospital in Cape Town

He added that a major factor always contributing to the shortage was that the grass was "greener on the side of the private sector" The State could never compete with the private sector on a basis of earnings

STAR 16/2/81

Pay talks key test for labour councils

By Drew Forrest
 The official labour bargaining system — and its ability to meet the needs of black workers — goes on trial today in a crucial meeting of the engineering industrial council.

Twelve registered trade union leaders, including representatives of newly registered black unions, will ask for an immediate increase of 20c in the minimum wages of half-a-million engineering workers.

At stake, says the general secretary of the SA Electrical Workers' Association, Mr Ben Nicholson, is the credibility of

the industrial council system to black workers and their representative bodies — which are entering the system for the first time.

Galloping inflation has eroded real wages, he said, and unless industrial councils can respond swiftly to changed conditions black workers will continue to use the strike weapon as a first resort in pressing demands.

If granted, the 20c increase will be offset against the unions' total wage demand for this year, to be negotiated shortly.

Other novel features of this year's wage agreement which the unions hope to negotiate are

- ⊙ Automatic increases
- ⊙ st year student
- ⊙ he highest average

in January, and June next year to counter inflation.

⊙ An 18 month rather than 12-month agreement, to give stability to the industry.

⊙ A commitment on the part of employers to renegotiate the agreement if conditions change unexpectedly.

As South Africa's largest employer in secondary industry, the engineering industry was a trend-setter, Mr Nicholson said. A more flexible agreement along the lines proposed by the unions was likely to set a pattern for others.

A E & C I Prize

CHEMICAL

L Menegaldo

Drawing.

Awarded to the student with the best classwork in Engineering
Sammy Sacks Memorial Prize

J H Rens

Civil Engineering.

Awarded on results of final examinations to the best male student in Land Surveying or
Professor George Menzies Prize

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

FACULTY OF ENGINEERING

Mvubelo's plea for wisdom

RDM 13/2/81

~~137~~
135

SOUTH Africa needed the wisdom of the biblical King Solomon if it were to gain harmonious industrial relations for all, Mrs Lucy Mvubelo, secretary-general of the National Union of Clothing Workers, said in Johannesburg yesterday.

Addressing a function of the South African-German Chamber of Trade and Industry, she said demands made by white and coloured workers could always be met, as they were a

combined minority group.

"In these changed times, the problem of black labour relations naturally assumes importance," she said.

"We now have the right of compulsory negotiation before resorting to the ultimate of going out on strike."

"With these rights given to black workers, it means 100% of the labour force can go out on strike legally. Gone are the days when white and coloured demands were met at the cost of the black workers."

"The amended Industrial Conciliation Act will demand a far greater understanding of industrial relations from employers than they have ever required in the past," Mrs Mvubelo said.

She said the Act would have to consider the abnormal requirements of how to close the wage gap in the abnormal situation in which the growing industrial and economic developments in South Africa was creating a demand for skilled workers far in excess of the availability of such workers.

Blacks would have to fill the gap in the skilled-worker field, Mrs Mvubelo said — Sapa

Sima (135) 13/2/51
Close wage gap, says Mvubelo

Labour Reporter
 South African employers will have to close the wage gap between black and white workers, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said in Johannesburg yesterday.
 Mrs Mvubelo was addressing the South

African-German Chamber of Trade and Industry on Black labour relations.
 Historically, White and Coloured workers' labour demands had often been met because they were a minority, while unskilled black labourers could easily be dismissed and replaced, Mrs Mvubelo said. But the amended Indus-

trial Conciliation Act gave black labourers rights to compulsory negotiation and legal strike action.
 Because employers had to have a greater understanding of black labour rights under the recent dispensation, they had to look to closing the wage gap.

A E & C I Prize
 For the first year student obtaining the highest average mark.

Sammy Sacks Memorial Prize
 Awarded to the student with the best classwork in Engineering Drawing.
 L Menegaldo

Professor George Menzies Prize
 Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
 J H Rens

Fourth Year (Gold Medal)
 P M Salmon
 T J Cumming
 D P Weeks
 J H Rens
 B F McClelland

Third Year (Silver Medal)
 Miss N C Davidson

Second Year (Bronze Medal)
 Miss G C Littlewort
 For the best student in each of the 2nd, 3rd and final years.

Mvubelo: training the key

13/2/8 D10
135
~~178~~

JOHANNESBURG — Training blacks to meet the skilled manpower shortage was now the responsibility of foreign-owned industries in South Africa, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said yesterday.

Addressing members of the South African-German Chamber of Trade and Industry here, Mrs Mvubelo said "I hope German-owned businesses are aware that the running of apprenticeships is now up to the employer.

"Everybody knows we need skilled labour

quickly, but such workers cannot be produced overnight. They have to be trained, which is a long and costly process," Mrs Mvubelo said.

Why, she asked, had the importance of training only emerged at this 11th hour in the progress of South African industrial production?

"We have been advocating for years that the government should open up training for blacks. We could see that industry and commerce would need about 10 million artisans during the 1980s and we have only four million

whites, and blacks in the majority.

"All our advice was ignored and now the authorities are trying to remedy the situation at the last moment."

Closing the wage gap was an abnormal requirement to make of industry in the abnormal state of South Africa's industrial development, Mrs Mvubelo said.

"That is why I am pleading with you — because I know that there are some industrialists who are unwilling to train their black employees because they fear the

blacks will take their positions.

"But this will not happen because South African industry is expanding."

Mrs Mvubelo said the responsibility on employers to train their own workforces was even greater because of the "poor" standard of "black" education.

"The authorities will tell you that everyone in South Africa gets the same standard of education, but a black child passing Std 10 is only equal to a white child passing Std 8, she said — DDC

FRIDAY, FEBRUARY 20, 1981

LABOUR PAINS

(14/10/81)
135

ON THE face of it, the Government's decision to grant registration on a racial basis only to three trade unions affiliated to the Federation of South African Trade Unions (Fosatu) looks like a serious and inexplicable contradiction of the non-racial principle that runs strongly through the three Bills that are the cornerstone of its new labour dispensation.

On closer examination however it seems that the decision is due not so much to reluctance by the Government to carry out its repeated assurances as to certain legal complications arising from a power struggle that has been developing for some time on the highly fluid trade union scene.

The trade-union spectrum at the moment ranges from the Council of Unions of South Africa which emphasises black leadership to the massively conservative South African Confederation of Labour. The centre positions are held by the venerable Trade Union Council of South Africa (Tuesa), which represents more than 300 000 workers of all races, and the recently registered Fosatu which leads the independent black labour movement but is, like Tuesa, non-racial in its approach to all matters.

At the Tuesa conference last year tensions between affiliated unions and other unions over funds and recruitment were damped down by sober pleas to the movement as a whole to refrain from establishing new unions where workers were already organised and to try to resolve differences between competing unions by discussion and negotiation. But the vexed question of who belongs under

what umbrella remains.

Fosatu has said that it will seek Government registration for its affiliates only if they are allowed to remain non-racial. And it is widely conceded that if the large black labour force represented by Fosatu were to remain outside the effective bargaining system the credibility of the new labour dispensation would suffer both here and abroad.

But the law is that applications for the registration of non-racial unions must be gazetted and can be opposed by rival unions. It appears that the industrial registrar has upheld objections from a substantial number of unions which maintain that membership of Fosatu unions is so overwhelmingly black that they do not have the right to represent workers of other races.

The Department of Manpower Utilisation says there are no policy differences at issue and appears anxious to resolve the matter by discussion.

Meanwhile the all-white Confederation of Labour is likely to erupt over the decision of white Railways policemen to open their union, the SA Railways Police Staff Association, to coloured-Asians and Africans. Another powerful Railways union, the SA Footplate Staff Association, already has Government permission to become fully non-racial.

Recognition of the essential identity of interests of all workers seems to be percolating through to even the most conservative strongholds, but is the trade union movement flexible enough to cope with the new situation?

Trade unions will not use 'racial' registration certificates

(140A)
25/2/81
(139)
(135)

Mercury Correspondent

JOHANNESBURG—In a blow to the Government's official labour system four trade unions affiliated to the non-racial Federation of South African Trade Unions (Fosatu) have resolved not to use Government registration certificates as long as these remain racial.

This means that the unions will not make use of any of the machinery which makes up the Government's official bargaining system for as long as their registration prevents them from bargaining officially for some race groups.

Their decision is a serious blow to Government labour plans because it means that the vast majority of the independent black trade union movement has decided to stay out of the official system — at least for the time being.

It is still likely, however, that the Fosatu unions will appeal against the registrar's decision racially restricting the groups they can bargain for — a move which could still open the way for them to join the official system.

Earlier this week, the Government's decision to grant Fosatu unions 'racial' registration was criticised by the Nationalist newspaper Beeld.

The paper argued that Fosatu unions' desire to remain non-racial was consistent with Government policy that

unions should be autonomous — even if it did not strictly comply with legal requirements.

It said it hoped the Minister of Manpower Utilisation, Mr Fanie Botha, would consider the Fosatu appeals 'in the light of labour peace'.

The four unions which have decided to reject 'racial' registration are the Metal and Allied Workers' Union, the Paper Wood and Allied Workers Union, the Sweet, Food and Allied Workers Union and the National Union of Textile Workers.

The NUTW — which has not yet received a 'racial' registration certificate, but is expected to do so — took this decision some time ago.

The other three unions, it is understood, resolved to reject 'racial' registration at individual union meetings held at the weekend. All three of them now have received 'racial' registration certificates.

Government sources have argued that the registrar correctly applied the law as it stands and that the present registration procedures which make 'racial' registrations possible, will be amended soon.

Fosatu has claimed, however, that the registrar is not forced to take race into account when he decides on a union's registration application.

135 139
178
346

A black union in tobacco council

Labour Reporter

THE Tucs-a-affiliated African Tobacco Workers' Union has been admitted to the tobacco industry's industrial council

This makes the industry the third which is known to have admitted a black union to its industrial council, a key element in the official bargaining system

The others are steel and engineering, and transport The steel and engineering industrial council has now granted membership to three black unions

Only registered unions may join industrial councils Membership entitles them to bargain legally-binding agreements with employers on wages and working conditions

The tobacco union's admission to the industrial council was announced yesterday by Miss Christine du Preez, general secretary of the National Union of Cigarette and Tobacco Workers, the registered union which established the ATWU

Miss du Preez also announced that her union had negotiated a new wage agreement for cigarette and tobacco workers on the Witwatersrand which brought the minimum wage for labourers to R56,55 a week

Employers had also agreed to bring the wage agreement forward by three months to April 1, Miss Du Preez added

-41-

APPENDIX I

Legislation 1833-1977

The earliest legislation regarding the management of mental disorders in Southern Africa was the Cape Lunacy Laws from Ordinance 5 of 1833. This was changed to the Cape Lunacy Act of 1879. Natal introduced the custody of Lunatics Law in 1868. The Transvaal introduced the Lunacy Proclamation in 1902 which was subsequently changed to the Asylums Board Act of 1908. The Orange Free State introduced the Lunacy Ordinance in 1908.

All the provincial laws were consolidated into the Lunacy and Leprosy Laws Amendment Act of 1914. This was replaced by the Mental Disorders Act of 1916. Mental health fell under the jurisdiction of the Department of Interior from 1910 until 1944.

In 1966 the Rumpff commission of inquiry was detailed to investigate the responsibility of mentally disordered persons. This was in response to the assassination of Dr H.F. Verwoerd. One of the recommendations of the Rumpff commission led to the establishment of the J.T. van Wyk commission of inquiry into the prospects for the reorganization of the administrative controls of mental hospitals and

Whites-only unions 'unrealistic'

135 51m 26/12

Labour Reporter

Trade unions which insist on job reservation are out of touch with reality

This is the warning contained in the editorial of the 'Cruible,' the journal of the SA Boilermakers' Society

The union, which has a membership of 40 000, is non-racial and has about 1 500 black members

It has come under fire from all-white unions, the editorial states

Since the society became non-racial a further 5 000 white and coloured workers have joined the union

EXCLUDING

Unions such as the Mineworkers' Union which are trying to keep labour privileges for whites only should 'be scared'

"Unions which insist on sticking to the past are excluding their members from the most democratic process of law making that has ever been seen in South Africa," the editorial states

RIGHTFUL SAY

"Because their policies are backward-looking, they are cheating members of their rightful say in planning their future"

The editorial tells workers to "send these prophets of doom packing the moment they start trying to stuff your ears full of nonsense"

The Boilermakers Society does not exist to 'peddle ideological clap-trap' the editorial concludes

2.25

2.35

3.50

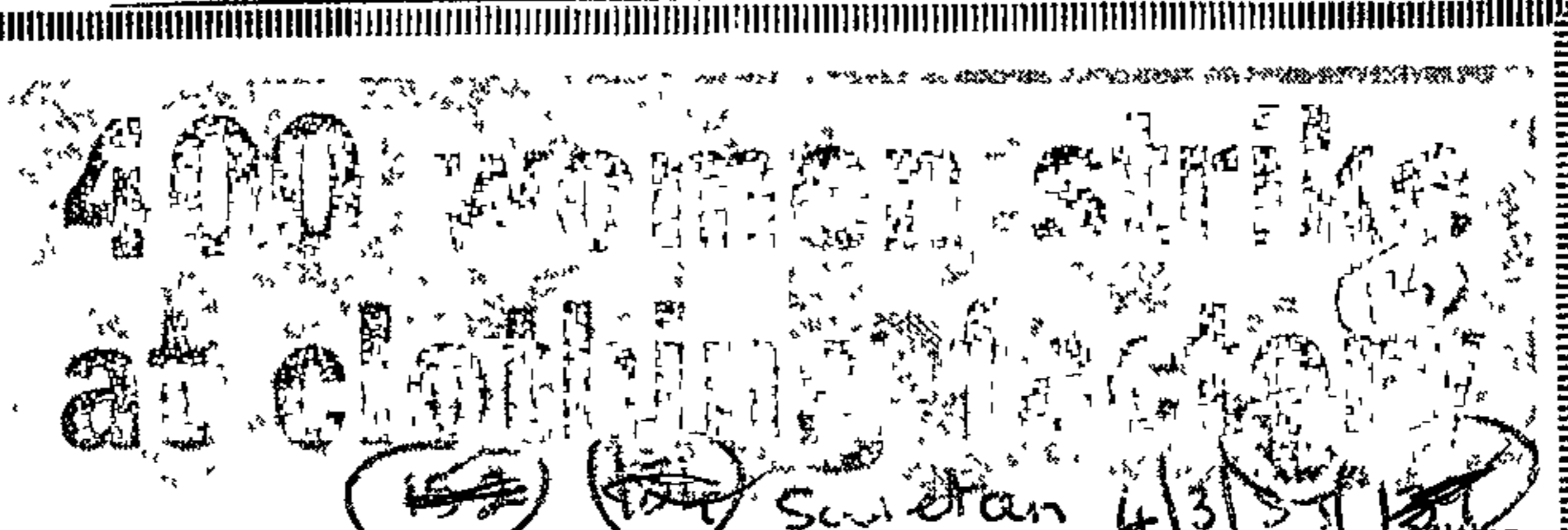
3.40

TABLE VI

EXPENDITURE ON MENTAL HEALTH

	PRICES INDEX	CORRECTED AMOUNT SPENT (R)	CORRECT SPENT R
1919	434	12 693 655	
1935	567	6 571 144	
1940	493	7 780 890	
1945	386	8 331 424	
1950	320	12 614 630	
1955	252	14 723 876	
1960	226	16 988 476	
1965	204	20 669 932	
1970	175	30 532 225	
1976	-	38 092 793	

-40-



By Z B MOLEFE
AN estimated 400 women at a clothing factory in Nancetfield near Kliptown are on strike following a wage dispute on Monday.

Sources in the factory told the SOWETAN that they had gone on strike because of their low wages and poor working conditions. At the time of going to Press it was claimed that more than 400 employees were on strike.

The sources also alleged that beginners at the factory earned R13 a week while machinists earned R23 a week. They also said, for the hours they worked their wages were low; 7 am—5 pm on weekdays and 7 am—4.30 pm on Saturdays overtime.

Claimed Miss Y: "Working conditions in that factory are terrible. The money we earned was peanuts and it could not meet our basic living costs. Anyway, we work-

ed there because it was the next best thing to idling in Soweto. We couldn't take it any longer."

Another young woman who talked to reporters in Kliptown confirmed what Miss Y had said. When reporters tried to photograph her, she warned: "You people want me to be assaulted in the factory?."

This later was understood to mean that the woman was alleging that one of their bosses usually assaulted them when they had committed a mistake in their jobs.

Mr H Fineberg, financial director of the factory, would not talk to the SOWETAN and instead referred us to Mr Terence Kennier of the Transvaal Clothing Manufacturers' Association.

Yesterday, the Garment Workers Union and the National Union of Clothing Workers, which represents more than 25 000 workers, demanded a ten percent increa-

se in wages in addition to another ten percent promised by management in July.

"With the cost of living having run ahead of increases over many years, the workers are far worse off now than they were in 1960. This cannot be tolerated. Food prices are going up so fast that in future we shall have to negotiate annually," said Dr Anna Scheepers, president of the Garment Workers Union.

Said Mr Kennier: "As far as we are concerned the workers at the Kliptown factory have gone on strike illegally. We don't believe it has anything to do with us."

A well placed source in the Union of Clothing Workers also told the SOWETAN that the workers in the Kliptown factory had demanded an increase of R3 in their weekly pay but "their management is adamant that they will stick to the association's agreements."

the demand for the services which it covers, and in South Africa, medical aid benefits apply to 70 per cent of the white population.

A racial allocation of the distribution of public sector expenditure cannot be made accurately since hospital costs and subsidies are the biggest items of expenditure and cannot be divided by race. Indication of the distribution of these services can, however, be gained from indexes of the types of quantity supplied, and an arc of the quality of the services can be gained from the analysis of expenditure patterns in racially segregated hospitals.

General hospitals account for 77 per cent of all beds provided in public sector, and Table 10 shows the racial distribution of the services in these hospitals and the racial distribution of services in such hospitals. In 1959 and 1974, beds for Blacks accounted for 68 per cent of total beds. The proportion of hospital services received by Blacks was, however, larger than this as Blacks accounted for 82 per cent of patient days, and 81 and 82 per cent of outpatient attendances in 1959 and 1974. The percentage of white beds was low in both years and indicates substantial excess capacity in supply of white services, while Black beds in both years were in use. The results of Table 10 indicate a change in the emphasis of treatment particularly for whites, with the ratio of inpatient to outpatient attendances falling from 2.5 to 1.4.

(25) See Klaarman, *ibid.*, pp 31-36, Data on medical aid membership is from the Report of the Secretary for Health, op cit., Annexure 17. Medical Aid Schemes covered only 14 per cent of the whole population.

135

5/3/51

Full time office for union

EAST LONDON — The National Union of Furniture and Allied Workers of South Africa has now opened a full-time office here

The national director, Mr A. J. Groenewald, said that due to his union now becoming an integrated union for all races in the furniture industry, the executive council decided to appoint two officials on a full-time basis to attend to all union matters in this area

He said the branch secretary, Mr A. J. Groenewald junior and the organiser, Mr Hamilton Maqutyana, could be contacted at phone 29853 during working hours — DDR

100,00*

School standard completed	Number of workers	%
NONE	91	74,59
Sub A	1	0,82
Sub B	5	4,10
Standard 1	4	3,28
Standard 2	2	1,64
Standard 3	5	4,10
Standard 4	7	5,74
Standard 5	5	4,10
Higher than Standard 5		1,64

Distribution of workers according to schooling completed.

TABLE 28

Ninety-one workers (74,59% of those whose schooling was known) had not been to school at all. Unisa's figure for the four areas studied - 52 percent (11) is considerably lower, presumably because the areas include districts in and around major urban centres, where schools are more numerous.

(c) Schooling.

The tables show that about a quarter of the workers had been on the farm for less than one year and a further 18 percent for more than 20 years. About 13 percent of all workers had been on the farm for less than two months.

One worker was simply described as having been on the farm 'less than one year'.

Clothing strike continues

By Z B MOLEFE

THE MANAGING director of the strike-hit clothing factory in Nancefield, near Kliptown, yesterday appealed to trade unions to tackle the problem on a business-like basis.

Mr Syd Cope was reacting to a story published in SOWETAN which said an estimated 400 women employees went on strike on Monday at his factory after alleging low wages and poor working conditions. In fact, 370 men and women are on strike.

By yesterday the workers had not yet returned to work, according to a company spokesman.

"The factory is empty," he said "We are waiting for them to come tomorrow (Friday)."

Yesterday the Garment Workers Union appealed to workers to go back. The president of the union, Dr A Scheepers said if the workers were back at work the task of negotiating with the employers would be made easier. Dr Scheepers said negotiations were continuing today.

Some workers on strike claim that beginners earn R13 a week while machinists earned R23 a week. They also claimed they worked 7 am-5 pm on weekdays and 7 am-4,30 pm on Saturdays as overtime.

According to Mr Cope, who met SOWETAN in a meeting with a few of the factory's executives, the women earned far more than the wages laid down by their union and Industrial Council agreement.

"We are paying the minimum wages laid down by these two bodies. In fact, over 50 percent of our workforce are receiving more than that," said Mr Cope.

The union rate for a qualified machinist is R29,60c a week, but there were machinists earning R42, R33, R39 and R40 a week at the Nancefield factory, he said. Pressers earned R40-R44 weekly while the minimum union rate is R32,60.

On what general workers were earning, Mr Cope said R13 a week was a union minimum. Explaining this further he said his factory still paid more than this as was the case with another worker who after two weeks was earning R24,50. "We look at how our workers are progressing individually."

SOWETAN wanted to know what could be the cause of the strike if the workers were earning these attractive wages? Mr Cope said it must be understood that he was not against his workers receiving increases, "but we have to abide with negotiations between us and the unions," he added.

He then declared that he is not going to jeopardise his position while small factories offered their workers "fantastic" wages. "I hope when my workers report here on Friday for their wages we will sort this out. I feel that the unions should tackle this on a business-like basis," continued Mr Cope.

Asked about the hours the workers worked, he said they worked the stipulated 40 hours for a five-day week as laid down by the unions and the Industrial Council. On working overtime, they are paid one-and-a-half time for that particular day. This means they are paid for eight hours plus another half of their wage — "everything is worked relatively on their weekly rate."

Reporters were taken on a conducted tour of the factory premises. According to Mr Cope other benefits the workers enjoyed were medical attention from a doctor assisted by a nursing sister, a group life insurance scheme for employees with more than 20 years service and Putco buses to transport them to and from work each morning and afternoon.



Mr Syd Cope, managing director of the clothing factory whose workforce is on strike.

S.M.A.
Mine union
opens membership
to blacks

Labour Reporter

The Mine Surface Officials' Association of South Africa announced yesterday that it has opened its membership to all races.

The association, a member of the Trade Union Council of South Africa (Tucsa), follows the Boilermakers' Society and several other mining unions in opening its membership.

The main 'whites only' stronghold in the mining industry is still the Mineworkers Union.

The decision to open membership was taken because the association had to "justify" its existence by its trade union activities and service to its members, it was said.

The association had applied to the Minister of Manpower Utilisation for exemption from provisions of the Industrial Conciliation Act to enable it to obtain multiracial membership and to allow multiracial meetings.

Membership in the association affects mine surface officials on the clerical, metallurgical, engineering, hospital and general administrative staffs.

10/11 57/17
Wages up in
liquor trade
since 1931
A union representing
wine and liquor workers
has won a new wage deal
from the industry
Dr Anna Scheepers,
general secretary of the
National Union of Wine,
Spirits and Allied
Workers, said the union
had achieved a minimum
wage for male workers of
R40 a week and R32 for
women

PPM 6/3/81
Clothing
1974 1975 1976 1977 1978 1979 1980 1981
wage talks
adjoined

Labour Correspondent

SPECIAL wage talks between unions and employers in the Transvaal clothing industry were adjourned yesterday and will be continued today.

The unions involved — the National Union of Clothing Workers and the Garment Workers' Union of SA — are demanding a 10% wage increase in addition to a 10% increase due in July.

Mr Jimmy Thomas, secretary of the Industrial Council for the Clothing Industry in the Transvaal, would not comment on the progress of the talks yesterday.

Meanwhile, almost 400 coloured and black clothing workers are still on strike at Cut-Rite Apparel Manufacturers in Nancefield, near Klipfontein. They went on strike on Monday after demands for an immediate R3 a week increase were turned down.

Wage talks focus
on less skilled

Twelve trade unions — including three newly registered unions representing black workers — will press for a novel wage agreement in today's meeting of the engineering industrial council

The council meeting has been brought forward at the request of the unions to counteract the effects of inflation

The unions' proposals have been framed with an eye to black workers in the lower skill categories,

said the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson.

For workers on the bottom of the wage-scale, the unions have asked for an increase of 30 percent. Mr Nicholson said, whereas if the demands were met, workers at the top of the scale would receive closer to 15 percent

The meeting is also likely to consider the refusal of the recently registered Metal and Allied Workers' Union (Mawu) to apply for membership of the council

135 SIMP 2/16
UNIONS WILL
124 10/3/81 #16
WAGE RISE #16

Labour Reporter

Unions in the tobacco industry have successfully negotiated a 12 percent minimum increase for all workers in the industry.

The National Union of Cigarette and Tobacco Workers and its parallel union the African Tobacco Workers' Union, won the new wage at an industrial council meeting last month.

The agreement, which was finalised on February 23 means a 12 percent guaranteed increase of wages together with a merit increase.

Mvubelo 'plug' in costly US advert

135
11/21/51

By Frank Jeans

An American corporation is campaigning strongly against the "quit South Africa" lobbyists, and its latest challenge to the agitators has taken the form of a 100,000 dollar advertising spread in the voice of big business — the influential Wall Street Journal.

Dresser Industries says in the two-page advertisement. A message to American investors in South Africa and challenges the drive by minorities that US business should disinvest and

withdraw from South Africa

The "ad" also carries extracts from an interview by Mrs Lucy Mvubelo, general secretary of South Africa's largest black union the 15,000 member National Union of Clothing Workers.

Mrs Mvubelo is quoted as saying "American culture has had a tremendous influence in South Africa not only on whites, but even more so, on blacks."

It is still good business in South Africa for a label to say "Made in USA."

Tucsa claims all to blame for 'labour hysteria'

5/11/81
135

Labour Reporter
The Government, the media, employers and labour leaders all contributed last year to the "hysteria" surrounding black labour relations

This was the view expressed in the first 1981 issue of "Labour Mirror" which is published by the

Trade Union Council of South Africa (Tucsa)

While the number of strikes in 1980 had increased dramatically over the previous year, less than one percent of the work force had been involved in industrial unrest, the editorial states

Between October 1979

and August 1980 there were 84 disputes involving about 68 000 workers

A "highly emotional climate" prevailed in the 1980 labour scene with managements reacting to disputes early in the year by calling in the police. Later in the year management tended to recognise any individual who claimed to represent the workers

The Press in turn had good material from all the strikes and police actions while the Government aggravated the situation by arresting certain black union leaders and holding them without trial, the editorial states

"Sinister forces" were also using trade unionism as a front for political ambitions with the workers being used only as "pawns".

Despite the number of strikes there was no damage to the national economy and few of the firms involved in disputes had significant losses.

This year has already seen at least half a dozen prosecutions under various Acts

(135) 5/10/18
17/3/18
**3 unions join
Tucsa's ranks**

Labour Reporter

Three new unions have affiliated to the Trade Union Council of South Africa (Tucsa)

They are the Chemical Workers' Union, the Bay Bus Workers' Union and the South African Theatre Union

The three unions have among them about 1450 members

Sixty-three unions are now affiliated to Tucsa.

Mining unions wage war of words on race issue

211 135 136
S.M.
18/3/51

By Drew Forrest

The war of words between two powerful mining unions over the organisation of black and coloured workers has become more heated, with acrimonious statements from both sides

Simmering conflict between the multi-racial SA Boilermakers' Society and the all-white Mine Workers' Union broke into the open in January, following an editorial in the Boilermakers' journal, *The Crucible*

It accused the MWU of "excluding all but whites from the good life our country can offer," and of "peddling ideological clap-trap"

Responding in the latest edition of *Die Mynerker*, controversial MWU general secretary Mr Arrie Paulus suggested that white members of the Boilermakers' Society were unhappy with its mixed status

He challenged the society to scrap the "allocation according to occupation" rule, which required workers on the

mines to belong to the appropriate craft or industrial union

"Why must unhappy workers be forced to remain members of the Boilermakers' Union?" he asked

He also asserted that "it is only a matter of time" before the Boilermakers' Society was taken over by black members

The challenge was taken up in a statement released yesterday by the Boilermakers general secretary Mr A J "Tie" van der Watt

The union would agree, to the scrapping of the "closed shop" on the mines, he said, as long as it was replaced by an industrial council system representing the interests

of all workers, regardless of race

He warned the MWU that its policy of racial fragmentation was in the interests of employers alone

"Mr Paulus's statement can only bring the established union movement of which the MWU forms part, into disrepute," he said

CT 20/3/81
132 134 135
Frame demes union claim

Own Correspondent

DURBAN — The giant Frame group has flatly denied an allegation by the unregistered South African Allied Workers' Union that a worker at one of its subsidiaries, Natal Canvas, has been fired for refusing to join a registered union.

The Frame Group's joint managing director, Mr Selwyn Lurie, said on Wednesday "It is certainly not our policy to force workers to join unions. We have never heard of the SAAWU and we know of no trouble at Natal Canvas. We do not even know of any dismissal there."

The SAAWU's general secretary, Mr Samuel Kikine,

claims that the chairman of a SAAWU committee at Natal Canvas was fired for refusing to join a registered leather workers' union which recently opened its doors to black workers.

He said workers had been told to join this union or be fired. He also claimed that a similar incident had occurred at a Natal printing works where workers had resigned after being told to join a registered union or be fired.

Mr Lurie said he knew of no incident at Natal Canvas.

He said the 300-odd black workers at the plant were all registered union members, but

added "We are employers — why should we force workers to belong to a trade union which is on the other side of the bargaining table?"

A clause in the industrial agreement governing the leather and footwear industry says that employers must show "preferential treatment" to members of the registered union. However, Mr Lurie said the company had not understood this to mean that workers could be forced to join.

"Membership of the union is entirely voluntary, and this entire story is total nonsense."

GENERAL NEWS

Workers made to join 'closed' union

ROM 25/3/81
135 151 188 189

By STEVEN FRIEDMAN
Labour Reporter

ALL black workers in the Natal furniture industry are forced to join a registered trade union — on pain of losing their jobs

Rival unionists say this stipulation — the result of a "closed shop" agreement between employers and the Tucsa-affiliated National Union of Furniture and Allied Workers — has serious implications throughout the industry

By signing such an agreement, they argue, registered unions which have gained permission to enrol black workers could make it "extremely difficult" for other unions to recruit workers in the industry

They add that established unions can thus gain the right to represent all black workers in an industry — without actually recruiting one

It was also established yesterday that "closed shop" agreements of this sort — whereby employers are not allowed to employ workers who do not belong to a particular union — make it more difficult

for new unions to register

The general secretary of the SA Allied Workers Union, Mr Samuel Kikine, has claimed that the stipulation is "an attempt to freeze out real unions and ensure that employers only have to deal with tame unions of their choice"

Mr Kikine claims that SAAWU has been organising furniture workers and that many of them wish to resign from the registered union. However, the "closed shop" provision means they cannot do so

A notice signed by the Industrial Council for the Furniture Industry, Natal, and posted in factories reads "Important Notice As From August 1, 1980, all black employees working in this factory must become members of the National Union of Furniture and Allied Workers of South Africa"

The council's secretary, Mr D J Rossouw, said yesterday the notice was issued after the "closed shop" clause in the industry's industrial agreement was extended to black workers

The "closed shop" is common in agreements, but usually covers non-black workers only. Since the extension of the clause to black workers, those who have not joined are subject to dismissal

Mr Rossouw said that "98% of the black workers have joined the union"

He added "We are not planning to see that those who don't join are dismissed. But we have told the union to be patient because workers usually join when the legal position is explained to them"

He said that "in this industry workers cannot join another union". It has been established, however, that workers are legally entitled to do this as long as they remain registered union members

The clause could hamper new unions who try to win official bargaining rights in the industry

According to industrial law, unions already registered may object to the registration application of a new union. If the union which objects can prove

it represents a majority in the industry the new union may not be registered

A "closed shop" clause would obviously enable a registered union to claim majority membership, even if this was not voluntary

The industrial registrar, Mr Matt le Roux, said yesterday that labour legislation did allow him to take into account the fact that the objecting union had enrolled members through a closed shop

If the objecting union had a closed shop, he could assume that workers who had also joined another union were not voluntary registered union members

But the new union would have to prove majority membership, not the established one

Labour experts say this would make it extremely difficult for a new union to gain registration

• The Government's National Manpower Commission is currently investigating the "closed shop"

Warning of a Herald 28/3/81 135 348 massive pay deal

ELECTRICIANS are laughing all the way to the bank after a massive 30 percent pay hike in their new deal with employers but an action committee of artisans has sounded a note of warning.

When all the loose ends have been tied up in about six weeks' time, licensed electricians will earn about R40 more a week, and all other categories of workers in the electrical contracting industry will get substantial increases.

But as part of the new agreement, the electrical unions were forced to accept two new types of workers — the conduit installer and the systems installer, who do much of the work formerly done by licensed artisans, but at a lower rate of pay.

'We weren't very happy about it,' said the secretary of the Electrical and Allied Trade Union, Mr Cyril Shield, 'but otherwise we were satisfied.'

The electricians' action committee expressed concern. 'We are deeply shocked at the gigantic concession made by the union leadership to the employers,' a spokesman said.

'This now legally opens the door for skilled work to be done at unskilled rates of pay. The wage agreement items dealing with the electrical conduit installer and the system installer (the greatest threat to the greatest threat to the artisan in the contracting industry. There is plenty of work now, but what will happen when the building industry experiences a slump? Who will the bosses keep — and who will they fire?'

'To us it is clear that the bosses will keep those workers who are doing skilled work at low rates of pay. The artisan, who is obviously paid a higher rate, will be kicked out. We demand to know why the worker were not consulted before the agreement was concluded.'

Actors reject open union

By KAIZER NGWENYA

THE SOUTH African Theatre Union (Saftu) has been granted permission to become non-racial but many black artists and promoters are not interested.

A spokesman for the union said yesterday in Johannesburg that the Minister of Manpower Utilisation Mr S P Botha had granted the union permission to change its constitution and this meant the body would soon become non-racial.

A recent referendum of the present membership showed overwhelming support for the concept of Saftu being non-racial, the spokesman said.

Soweto playwright Sam Mhangwana reacted strongly. "We don't want to be used under the cloak of non racialism. Let them start a new body altogether with new office-bearers."

Actor James Mhoba said he is not interested in Saftu even if the union can offer him the post of chairman.

"The union wants blacks to join for the white man's gain. No these people want to use us to gain recognition overseas," he said.

Actor/playwright Sam Williams said Saftu had done a good thing by opening its door to all artists. "I am going to join the union. I feel black artists need a union like Saftu. We have battled for a long time to get our own union and failed," he said.

*187 (135) DWE 7/10/70
2/4/81
2/5/81*

CT
8/3/81
Call for
review
of wages

Staff Reporter

REPRESENTATIVES of workers in the distributive and catering trade have called for a review of wage determinations to counterbalance recent price increases

New Era, the bulletin of the distributive and catering trade, reports that the Association of Distributive and Allied Workers' Unions (Adawu) has written to the Minister of Manpower Utilisation, Mr Fanie Botha, asking him to instruct the Wage Board to review wages in their trade because of the "soaring" cost of rents, food and other commodities

New Era blamed rising inflation on the "excessive" profits earned by big firms

"This is all fine — they are in the business for the profits. But do the workers get their fair share? Workers' wages are often blamed for inflation but we do not show such profits — we show a constant loss

"We say excessive profits are the cause of much of the inflation rate," said New Era

It quoted press reports as saying there had been an average 63 percent rise in profits for 36 large listed companies and of these, a quarter reported 100 percent and higher increases

"Tollgate, the holding company of City Tramways, sold certain interests and will give shareholders R48m of the R57m realized by the sale"

8141x
STAN
Urgent call for review of wages (135)

The Association of Distributive and Allied Workers' Unions has called for an immediate review of wages in the commercial distributive trade

In an appeal to the Minister of Manpower Utilisation, the association — which represents several unions — calls for an immediate review of wages by the Wage Board

Basic living costs such as rents, food and other commodities have spiralled in recent months the association states.

While publishing houses, chain groups and department stores are showing high profits workers in the commercial distributive trade are losing out.

Any wage increases granted by the Wage Board in the past have been "wiped out" by increases in living costs.

135 57 m 8/4/51

Distributive unions plan amalgamation

Two unions in the commercial distributive trade are planning to amalgamate

The National Union of Distributive Workers and the National Union of Commercial Catering and Allied Workers have initiated moves to become one union.

The former union represents about 5 000 white workers while the latter represents about 5 500 coloured workers

Both are affiliated to the Trade Union Council of South Africa

The two unions are also members of the Association of Distributive and Allied Workers' Unions

The third member body of the Association is the Commercial, Catering and Allied Workers' Union which is affiliated to the Council of Unions of South Africa.

Store and staff in 'theft' pact

(30) (135)
(24)

Labour Reporter
An agreement has been reached between a staff union organisation and a major chain group over the problem of "shrinkage".

The OK Bazaars has drawn up a number of guidelines relating to the surveillance of employees in respect to the loss of

goods *shrinkage* — in their stores

The guidelines were drawn up after talks with the Association of Distributive and Allied Workers Union. The major points include

● No employer has the legal right to search an employee against his wishes

● Staff parcels must be examined in accordance with existing procedures.

● Physical searching of all staff is not to be conducted on a routine basis

The guidelines were drawn up as a result of continued theft of company property, a statement said

Other parameters available through STATUS() are

=
TAB
SYNTAX (ON/OFF status)

Examples

```
->TYPE STATUS('ASCII')
ON
->SET A=STATUS('BRIEF')
->ASSUME BRIEF OFF
(CTS commands)
->ASSUME BRIEF %A%
->TYPE STATUS('TAB')
. 11,21,39,73
->TYPE STATUS(=)
*,%,'
```

10.3.2.13 TAB [n]

If n is given, the TAB function produces n if n is omitted, the string expression command Only rightward positioning

Example

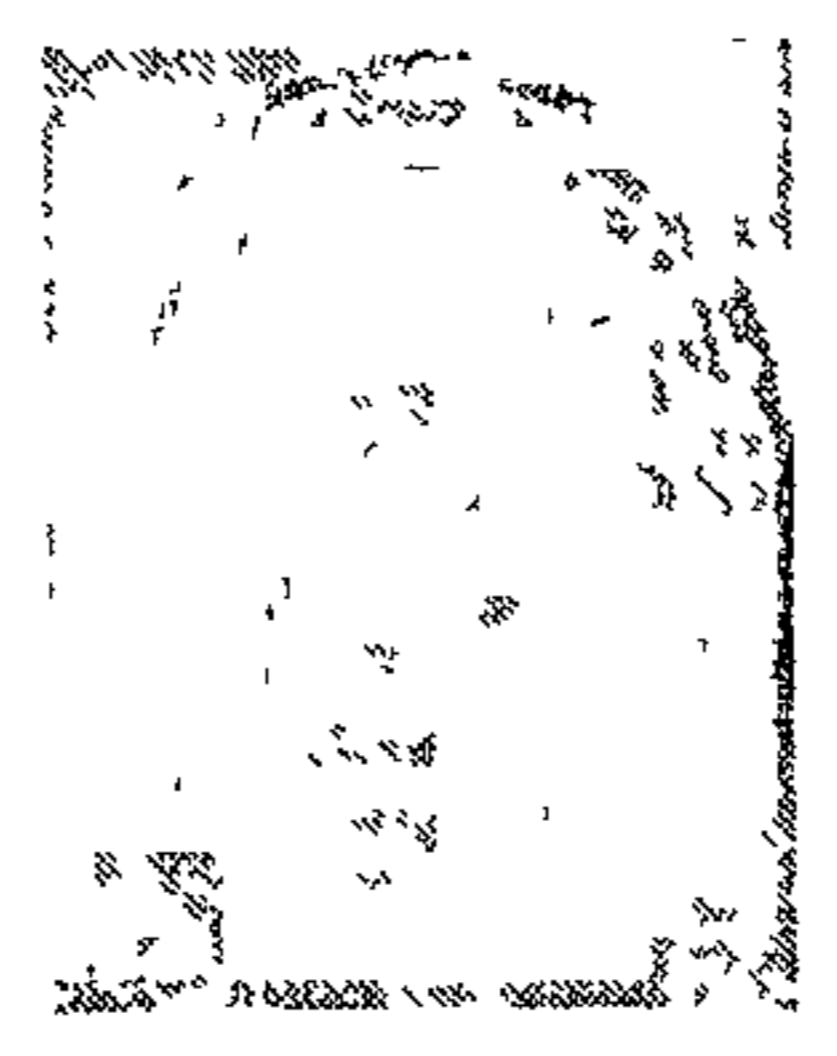
```
->TAB 'AB TAB(4) CD TAB(7) EF'
AB CD EF
->TAB '11,21,39'
->TAB('ONE.TAB()'.LA,U)
ONE LA,U
```

10.3.2.14 TRM(s)

The TRM(s) function returns a string equ

Example

```
->SET A='ABC'
->TAB DEF
->TAB(A).DEF
ABCDEF
->LEN(TRM(A))
3
```



MRS MVUBELO

A long way to justice — Mvubelo

Labour Reporter

Trade unions in South Africa had a long way to go before economic injustice was removed, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers said in Grahamstown today

She was speaking at Rhodes University after accepting an honorary doctorate in social sciences for her work in unions

Mrs Mvubelo said she accepted the degree on behalf of thousands of workers who had backed her in the fight for their rights during the past years

She said there would be those who accused her of having worked within the system and who criticised her acceptance of the doctorate But these arguments were "wasted" because the important issue was whether the workers were gaining by her actions

Her union has recently received registration from the Department of Manpower Utilisation

ailing blanks removed

the string expression to column
exit tab column from the last TAB

Unions hit out at industrial Bill

SOWETAN 10/4/81
135
145

THE Government's mistake to exclude black migrant and commuter workers from the country's industrial machinery has been completely reversed, says the Garment Workers Union and the National Union of Clothing Workers.

The two unions' views are contained in their official newsletter where they comment on the Industrial Conciliation Act Bill. They also add that the inclusion of foreign workers — and that means mainly those from the Southern Africa block — will be represented and protected.

But the unions warn "it should by now be obvious that the Government is prepared to have a fair and equitable labour dispensation in South Africa, as long as it is a dispensation under their control."

The Bill, it has been said, is to ensure three things: that bargaining takes place through its system and under its control, that strikes only occur if the cumbersome legal procedure is followed; and that unions will not be involved in "politics."

The newsletter continues: "Because of the climate in South Africa that definition of 'politics' has become a lot harder, but in essence

those three goals have always been the core of the Industrial Conciliation Act since 1926"

The one area, points out the newsletter, that does represent change is the abolition of the works and liaison committee systems "We surely cannot be expected to note the death of that idea without a brief celebration We have always opposed works and liaison committees for numerous valid reasons

"In the full knowledge that time would prove them unworkable, the shop stewards of an independent union are the only true representatives of the shop-floor workers, because they have the strength of the independent union behind them, should an in-factory dispute prove to be insoluble. If there is a factory committee it must be of shop stewards"

"Unfortunately, the Bill still fails to recog

nise the crucial shop-floor role of union shop stewards, but at least it does abandon the ludicrous works and liaison committees," argue the unions in the newsletter

The unions also say that this does not really represent a change of policy After decades of criticism and blatant failure of the committee system, the Government by implication abandoned it when they accepted the Wiehahn recommendation to recognise the union rights of black workers

Those who accepted that the Government was moving in the right direction also realised that the Minister of Manpower Utilisation, Mr Fanie Botha, could not move too quickly without arousing opposition

The removal of race as a consideration in South Africa's labour laws is a major achievement, for which even the harshest critic must give credit, it will be the achievement of an ideal for many trade unionists. Race is a divisive issue amongst workers who should be naturally united in their interests

The industry is not the only cause of this, but the call is made "to oppose the media forces that advise analgesics for every minor pain, tranquillizers for each of life's minor

MIMS, it is clear that promotional activities of firms are also of considerable influence, the fact that drug firms continue promoting must indicate that the effort pays off.

... /

(5.2.1) The Operation of Detailmen

Detailmen play a large positive role in providing information and answering doctors' queries. Doctors want good detailmen and answering doctors' queries. (12) On the other hand, however, help of value. (12) has been leveled at the way in which the detail-

an average of 8 calls per day and work on a

Each detailman is thus able to cover about 250

ar. To cover the 11 500 doctors in S.A. thus

firm to employ up to 45 detailmen, clearly a

ing. (13) The cost is warranted from the

view, otherwise they would not incur the ex-

social return has been questioned because of

practices of detailmen.

has been levelled at the fact that detailmen are

ble enough to give doctors adequate information.

at recruiting medical representatives that have

tly in South African newspapers require only a

certificate by way of educational qualification,

t selling experience is essential. This may

the priorities of drug firms lie.

has been the topic of much research as the

made by the detailman to the doctor. (14)

be able to promote drugs for ailments that they

ded to cure. In South Africa a drug is regis-

Medicines Control Council if it is safe and useful

ment of just one ailment. It would then be avail-

al prescription and it is possible that detail-

its use for other illnesses as well.

into approaches by detailmen has concluded that

and contra-indications are usually ignored or

played down. Little attention is paid to price of new forms

of treatment. Where detailmen use case-studies, the drug of

choice is always the one being promoted and no other form of

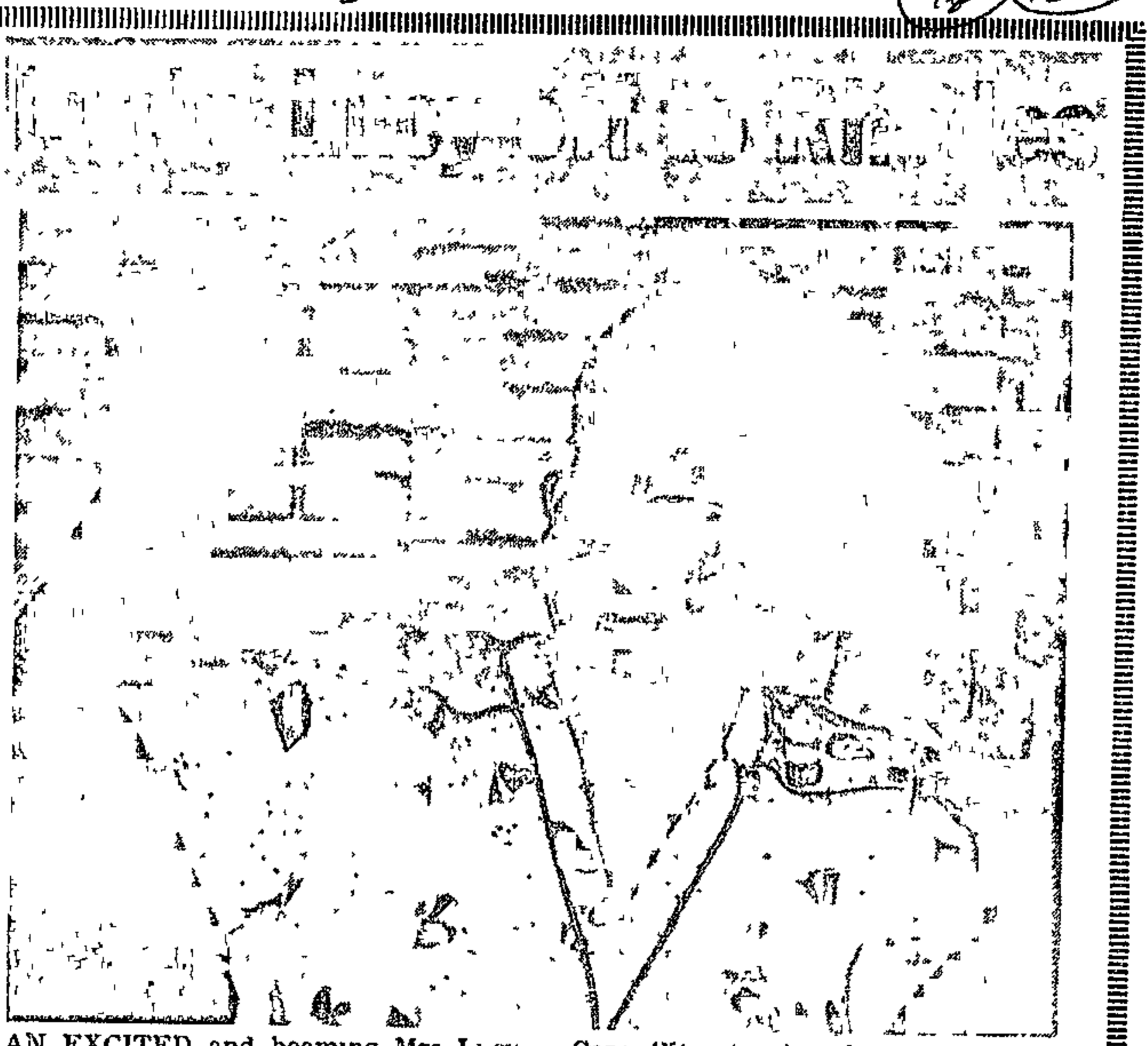
therapy is considered.

... /

... 1 million to 1 in 10 million since 1964.

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Sowetan 10/4/81



AN EXCITED and beaming Mrs Lucy Mvubelo (above), general secretary of the National Union of Clothing Workers, lifts her hands in jubilation yesterday hours before she left for Grahamstown to receive an honorary doctorate in social science

Cope (literature) and marine researcher Professor John Day (Science) "It's all systems go Rhodes here I come," said Mrs Mvubelo at her Johannesburg office which was a beehive of activity as she cleared her desk while a few phone calls came in wishing her luck and bon voyage It was obvious that Mrs Mvubelo has not been ruffled by the criticism of her accepting the doctorate

Others who will also have honorary doctorates conferred on them from Rhodes University, are author Jack

Various Subscribers Act 10 of 1973
Food Luffs, Corporations and Disfranchisement Act 54 of 1972
Townships Corporation Act 30 of 1941
and Offices Act 75 of 1964
... of 1952)

- Act of 1957
- ment of 1966
- and Works Act 27 of 1956
- Internal Diseases in Mines and Works Act 78 of 1973
- Energy Act 90 of 1967
- ear Installation Act 43 of 1963
- g Rights Act No. 20 of 1967
- ment of 1967
- Act 54 of 1973
- ment of 1967
- ys and Licenses Control and Management (Consolidation) Act, 70 of 1957
- ys and Harbours Services Act 22 of 1960
- ys and Harbours Pensions for Non-Whites Act, 43 of 1974
- ys and Harbours Pensions Further Amendment Act 45 of 1974
- ention of Pollution of Sea by Oil Act 67 of 1971
- ant Snapping Act 57 of 1951
- ment of Agriculture and Technical Services
- Stock and Meat Industries Act 48 of 1936
- nt Diseases and Harbours Act 15 of 1956
- al Slaughter, Meat and Animal Products Hygiene Act 87 of 1967
- lizers, Farm Foods, Agricultural Remedies and Stock Remedies Act 36 of 1947
- ment of Agricultural Economics and Marketing
- Industry Act of 1962
- ment of Community Development
- Act of 1934
- ment of Forestry
- Act of 1968

Department of Health
 Factories Act 27 of 1927, 36 of 1929 as amended
 Medical, Dental and Pharmacy Act, 1928
 The following Acts introduced by the Minister of Health:
 Department of Health
 Factories, Machinery and Building Act 22 of 1941 as amended by Act 77 of 1967.
 Atmospheric Pollution Act of 1965

Department of Industries
 Fishing Industries Development Act 44 of 1944 (under Minister of Economic Affairs)
 Sea Fisheries Act 58 of 1973
 Saldanha Bay Harbour Construction Act 29 of 1973

Tucsa threat over planned union Bill

NDM 23/4/81 (M) 135

Labour Reporter

IN A shock move, the Trade Union Council of South Africa has warned the Government that some of its unions "and even Tucsa itself" would consider quitting the official bargaining system if the draft Industrial Conciliation Amendment Bill is not altered.

But at the same time, Tucsa has backed tough official controls on unregistered unions, and in some cases has called for even tougher control.

It has also proposed changes to the Government's registration system which would make it more difficult for new unions to register.

These points are contained in Tucsa's submissions to the Government on the Bill which the Rand Daily Mail received yesterday.

Tucsa is regarded as the most conservative of union organisations with black members and represents registered unions almost exclusively.

Its threat to consider de-registration therefore takes on far-reaching importance.

The president, Mr Andre Malherbe, said yesterday Tucsa wanted "the controls on registered and unregistered unions to be identical".

It complains that "stringent" controls are being proposed for registered unions which "are not being advocated for the unregistered organisations".

It adds "To introduce further stringent controls over the registered unions will hardly serve to encourage the unregistered unions to become registered".

"In fact, the exact opposite will result".

In particular Tucsa is concerned about a new provision which will give a group of workers within a union the right to hive off and form a new union without going through the normal registration procedures.

It complains that this applies only to registered unions and that these unions might consider de-registering to ensure "they do not experience fragmenting of their membership, which is apparently now

being actively encouraged (by the Bill)".

Tucsa also condemns the wide powers to close down unions which the Bill would give authorities.

It says it can "never consider supporting such a Draconian proposal" and says this "undesirable proposal" affects registered unions only.

But it does say it is prepared to accept wider powers for the authorities to de-register a union if an appeal to the Supreme Court is provided for.

In line with its support for control on unregistered unions, however, Tucsa also asks that controls on union strike ballots and other strike controls be extended to unregistered unions.

It also requests that the proposed fine on unregistered unions for not complying with Government controls be raised from R200 to R2 000.

It also calls for controls on union federations to be extended to unregistered federations.

Tucsa also wants a change to

the registration system which would give established unions greater powers to block new applications for registration.

If a union applies for registration on behalf of a group of workers and is only granted registration for some of them, it should have to start applying for registration afresh, Tucsa says.

Mr Malherbe conceded yesterday that this would make the registration procedure more cumbersome but added "We want to ensure that unions don't gain registration unless they represent people".

Tucsa also complains about the wide clamps on union "political activity", saying that the draft Bill's definition of a "political organisation" is so wide that it could even cover Tucsa itself.

It also says the Bill seeks to change the composition of the industrial court by "tampering" with the system in which both employers and workers can appoint assessors.

It says this will further diminish the court's credibility.

there is a shortage of a technician officers so they can no longer operate at this level.

ANNEXURE 2

THE CO-OPERATIVE SOCIETY ACT, 1975

Banking Co-Operatives

In many developing countries, peasant (rural) co-operatives are a source of credit, local development, or other local benefits. In some cases, they are a source of rural development, or they will be willing to co-operate, and to meet needs. For this reason, the co-operatives often fail. If they do not, co-operatives are likely to have unregistered co-operatives registered in various ways.

The first other source of co-operatives is rural, as an example of a source of rural development, or as a source of rural development but their impact, especially, is at a local level. In other words, the history of an individual service co-operatives shows that they benefit the sector in rural areas, some of larger, more progressive, more educated peasants and their families, and that they can be prevented from a process of socio-economic differentiation.

The first other source of induced co-operatives can be a source of rural development (of G. J. Part, 1975). 3. A local government official or some other prominent person is a certain of the ability of a co-operative, or talks about it with local peasant-farmers. If these show interest, he looks for informal leaders whose task it becomes to convince others to participate in setting-up an association.

(I) This shortage and also the lack of adequately trained personnel has been cited since the Tomlinson Commission. For references see Vail, Flood. "Thoughts on Kwa-Zulu's agricultural future (Romeo) p.9 + 10. See also The Kwa-Zulu Government Service Select Committee on Land Tenure Interim Report 1975.

Tucsa warns on new bill

DD
23/4/81
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JOHANNESBURG — The Trade Union Council of South Africa (Tucsa) has warned the government that unions will consider quitting the official bargaining system if the draft Industrial Conciliation Amendment Bill is not altered.

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"To introduce further stringent controls over the registered unions will hardly serve to encourage the unregistered unions to register. In fact, the exact opposite will result."

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It complains that this applies only to registered unions and that these unions might consider de-registering to ensure "they do not experience fragmenting of their membership, which is apparently now being actively encouraged by the bill."

Tucsa also condemns the wide powers to close down unions which the bill would give the authorities.

But it does say it is prepared to accept wider powers for the authorities to de-register a union if an appeal to the supreme court is provided for.

In line with its support for control on unregistered unions, however, Tucsa also asks that con-

- X OPE201 Introduction to Operations Research/Management Science
- Operations Research approach to decision making, Introduction to model building, mathematical programming, PERT, simulation, heuristic methods, Implementation of Operations Research results
- X OPE202 Simulation
- Description of digital simulation, theory of pseudo-random number generators, simulation languages, Monte Carlo methods, application

ject
tical project on a topic selected in consultation with the of the Department.
admission to post-graduate studies
in Statistics
itted to the Hons BSc in Statistics a student should hold a degree and have passed at least three third-level modules or their equivalent. Students are advised to include at 2, 303 and 305 in their BSc curriculum.
7 7.2.2 Hons BSc in Operations Research (OR)
To be admitted to post-graduate studies in OR a student should.
(1) hold a bachelor's degree,
(2) have passed at least three OPE and/or STA modules or their equivalent, and

Tucsa gets tough

The Trade Union Council of SA (Tucsa) — the largest trade union umbrella organisation — has made a scathing attack on government's proposed labour legislation. In an unprecedented move, the largely conservative labour body says some of its unions may have to consider deregistering. Tucsa itself will have to give "serious

thought" to doing this, if the Industrial Conciliation Amendment Bill is passed unchanged.

Interested organisations have only this week to complete their representations on the Bill to the Department of Manpower Utilisation.

In a document addressed to the department, Tucsa strongly criticises what it sees as further attempts to introduce stringent control measures over trade unions, particularly over the registered unions. "The Council fails to see the logic behind this approach, particularly since it is assumed that the government seeks to encourage the unregistered organisations to become registered," it says.

However, Tucsa also proposes the department introduce stricter controls on unregistered unions — a proposal certain to anger the independent trade union movement.

The report states that Tucsa is disappointed at the negative approach adopted in the Bill. "There seems to be too much of a tendency to revert to the practice of 'prohibiting' rather than attempting to introduce 'enabling' legislation. It is the Council's considered view that the negative approach of 'prohibiting' does not materially assist in creating a suitable climate for the development of sound industrial relations in SA."

Tucsa expresses strong dissatisfaction

on specific issues. It feels the definition of a "political organisation" is far too wide. "It is also vague in context and meaning, as well as lending itself to many forms of interpretation. This proposed definition therefore needs to be more narrowly circumscribed and to be made more specific, otherwise it will be discerned — quite correctly — as being of a sinister nature."

Tucsa also voices strong objection to the clauses which allow unions to "split up." Says the report: "Tucsa has always been perturbed about these provisions which allow for the splitting of trade unions, and which encourage a 'hiving off' of membership of the trade unions, because such provisions — and the encouragement for fragmentation which is thereby furnished — are unpalatable and unacceptable to all truly democratic trade unions."

Discretion

Particularly disturbing, says Tucsa, is the provision which gives the minister unrestricted discretion to decide on the interests and areas for which any break-away group should be registered. It is blatantly unfair that a break-away group does not have to satisfy the Registrar, or anyone else, of being sufficiently representative for the purposes of registration, says Tucsa.

The report points out that the proposals

for splintering only apply to registered unions, and this places them at a serious disadvantage. "Many presently registered unions might well consider the wisdom of deregistering, in order to ensure that they do not experience a blatantly unfair experience such as a fragmenting of their membership."

The Council attacks the provision which allows for the automatic winding up of a union or organisation, if the minister has decided to cancel its registration. "The Council can never consider supporting such a draconian proposal. It has to be rather ironically pointed out that once again a most undesirable proposal is being made which will affect only the registered organisations."

On the same issue, Tucsa says a right of appeal should be instituted against the decision by the minister to cancel the registration of any organisation. The Council feels the only suitable appeal body would be the Supreme Court.

Tucsa also lodges its "strongest objections" to the repeal of Section 59 of the Act which provides for the registration of employers with the department. "The primary purpose of this section is the control of employers, particularly in relation to specified financial obligations. The repeal of this Section should not be proceeded with, since employees could be at a serious disadvantage."

In certain instances Tucsa calls for proposed controls to be extended to unregistered trade unions. Although many unionists have expressed concern over procedures for strike ballots, Tucsa states no opposition to the provisions but urges they be extended to unregistered unions.

And where the Bill recommends a R200 fine for an unregistered union that fails to provide certain information — Tucsa calls for a R2 000 fine. The fine would be imposed on an unregistered union which failed to furnish the Registrar with a copy of its constitution, head office address and the names of its office-bearers within three months of it becoming eligible for registration.

Unions vie for members

S. Lubane 26/4/81
129 135
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~~140A~~
Finance Editor

THE big guys in the trade union movement are putting the squeeze on the small unions in the race to sign on members

The Federation of South African Trade Unions (Fosatu) has built up paid membership this year from 32 000 to 40 000 in 11 unions. The other big unions are also pushing membership and by the end of the year the 205 unions with 838 000 members will have nearly one million members.

Tucsa, the largest union group, is boosting membership to well over 300 000 of whom 75 000 are whites. It has 60 affiliated unions. One of these unions, the South African Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society, which has 11 500 white and 6 900 coloured members, is signing on Indian members in the sugar milling industry.

Although Joe King of the Boilermakers' Union denies poaching members from other unions, Mr W. R. Pillay, of the small Natal Sugar Industry Employees' Union, has reacted sharply. "If they interfere with us we will get help from outside," he says.

Pillay's union recently resigned from Tucsa and he may have to seek an alliance with Fosatu to keep his organisation alive.

Percy Harris, area organiser of the Boilermakers' Union, says it is fair game to sign up workers in the sugar industry. "The workers must have freedom of association," he says.

Alec Erwin, general secretary of Fosatu, attributes the general upsurge in trade union activity to the general plight of workers in the inflationary environment.

He says small unions with limited resources will have difficulty competing for members with the larger more vigorous union groups. Fosatu claims to have gained the support of the majority of workers in a second sugar mill in Natal and is negotiating with the employers for recognition.

Tucsa's Arthur Grobbelar says unions are always in competition for members and this may be sharper now than before. Growth in his group's membership last year was 20 percent and he expects a 25 percent growth this year.

The big unions are muscling in to sign on workers

Union men get pioneer course in negotiating

STAR 28/4/81

(137)

(135)

By Ann Crotty

Cape Town University's Graduate School of Business is to pioneer training courses for trade union officials involved in negotiation with management.

The course, which is to be instituted by Professor John Simpson, director of the GSB, and the Western Province Area division of the Trade Union Council of South Africa, represents a breakthrough in overcoming the problems which unions face in the negotiating process.

DIALOGUE

The course will be held later this year and will probably cover finance, management accounting, marketing, business law and so on.

Professor Simpson said that it was generally agreed that meaningful dialogue should take place between unions and management. For this to happen both parties

should be able to talk with knowledge and understanding of the other's situation.

NEGOTIATIONS

He said he believed that union personnel would be in a better position to negotiate on behalf of their members if their knowledge of business practice and their awareness of management philosophy were improved.

"In our view," he added, "if union representatives are at a disadvantage in this regard, it can only count against the union's chances of success and of course when negotiations break down, confrontation inevitably takes place

"It is essential that unions should be knowledgeable and that they work from strength when discussing pertinent issues with management."

MANAGEMENT

Professor Simpson said he also believed that management in South Africa could learn a great deal more about the trade union movement

For that reason MBA courses and various executive programmes included extensive training in industrial relations.

It was essential that the business school contributed towards effective means of doing business in South Africa in such a way that all of society benefited

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Demand to reinstate workers

PORT ELIZABETH — An unregistered trade union here is demanding that Firestone reinstate 150 workers who lost their jobs after the strike over pension contributions earlier this year

Ford and General Motors members of the Motor Assemblies and Component Workers' Union of South Africa (Macwusa), decided at a meeting in Kwazakhele that the workers must be taken back within 14 days

Firestone's managing director, Mr Peter Morum had conferred with union officials and had explained there were no vacancies. Taking the men would mean laying off 150 people — DDC

theoretical perspective differs from that of others in this broad category of views in that its fundamental economic determinism is reminiscent of some Marxist thought. Using the general theory of the stages of growth, he has attempted to date the probable stages of political change. His argument is more complicated than the model sketched above, because it also grants a role to Black actors and so to revolutionary unrest. However, most of those who adopt this position stress mainly the role of the Whites.

2. The 'Revisionist' Thesis

The term 'revisionist' is one that has come to be used to indicate a school of thinking which is basically at variance with the older conventional view. The term itself is not intended to have ideological or political connotations (i.e. it is not to be confused with 'revisionism'). However, the broad theoretical perspective most commonly associated with the 'revisionist' school is that of 'conflict theory' in sociology and the 'political economy' position in economics. Some of the contributors to the debate are broadly Marxist in outlook. A full overview of the 'revisionist' position cannot be presented within the space of this introduction. Here we will present the barest outline of the standpoint.

The main problem in South Africa is seen as the economic exploitation of the White colonists or 'post-settler' group of the Black population. Racialism may be irrational *per se*, but in South Africa it is seen to be 'rational' in so far as it functions as an ideology which legitimises the present exploitation of Blacks. The South African economy is not a market economy in which goods are allocated solely by the forces of supply and demand. It is a 'labour repressive' economy (see Trapido, 1971) in which the rapid accumulation of capital and the high standard of living of the White working class is made possible by the political machinery of repression which assures the continued subservience of the Black workers. The tendency in such a labour repressive society is for an increasing concentration of power. The fruits of economic growth will be concentrated in the hands of a few who control the economy. Thus both increasing their relative domination of the economy, and at the same time providing the withdrawal for strengthening the machinery of political and military repression. Sophisticated weaponry and surveillance systems can be acquired to compensate for deficiencies in manpower. White property and White supremacy mutually reinforce one another (Johnstone, 1970). If capitalism has any 'rationalising' tendency, it is towards the rationalisation of domination, rather than towards the removal of racial prejudice. Blumer (1965) argues that in any event it is rational for the capitalists to take account of the prejudices of their influential White employees at the expense of their relatively powerless Black workers. Johnstone argues that the principles of apartheid are in fact bent whenever

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they threaten economic growth. Adam (1971: 181-2) argues that rationalisation produces an increasingly competent technocratic oligarchy which is even capable of deracialising the society if that would be in the interests of maintaining supremacy. Like the 'conventional' viewpoint, the 'revisionist' thesis also stresses the role of Whites, but whereas in the first case they are seen as more or less inevitable agents of change, in this second argument, they are seen as more or less removable obstacles to change.

3. Basic issues

The two major positions have inevitably had to be stated in rather oversimplified terms and in a somewhat overpolarised form. Perhaps the most crucial difference in the two viewpoints outlined above turns on the distinction between a market economy and a labour repressive economy. According to Barrington Moore (1966: 434) the distinction is between 'the use of political mechanisms (using the term, political broadly) on the one hand and reliance on the labour market on the other hand'. That is, it is the distinction between an economy in which workers come voluntarily on to the labour market and enter into an equitable contract with employers, and an economy in which workers are constrained by some other political mechanism to work for their employers, and so are not in a relation of contractual equality with them.

Now this distinction is in some ways highly suggestive, but it also obscures an important fact by implying that it is possible to have a market system which operates quite independently of political factors. A market is always embedded in a political matrix which defines the rules governing the use of property within that market. Property is a politico-legal category. Who really controls property and how it may be used is a function of the power of various individuals and groups, and of the way in which that power is institutionalised in convention and law. The very existence of a labour market assumes the presence of people who have no direct access to the means of production, and who, therefore, have to sell their labour in order to survive. This condition does not arise of its own accord, and nor is it a fundamental inevitability.

It has usually required the use of power by some group or stratum to acquire sole rights in the means of production, and this use of power becomes institutionalised in a politico-legal framework, which defines the rights of the various groups, and so provides the parameters in which the market forces of supply and demand operate. These parameters may be altered by, for example, the extension or limitation of the workers' rights to organise, but also by less obvious factors, such as the way in which a dominant group might use its power over key resources to further strengthen its position within the market.

Railway association reviews membership

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How Long Will South Africa Survive?

metropolitan role the US would have to threaten to leave South Africa defenceless before the mercies of Soviet-backed black guerrilla armies. But it would be difficult for the US to make such a threat and for South Africa to believe that the threat was real. It may be that the threat of economic blockade would work instead (as used, in part, by Vorster on Smith via the railway holdups), but the record of such attempts is not very successful. In the end the threats to which white regimes have responded have been military. If this were again to be the case with South Africa one should not expect US pressure to become effective until South Africa is threatened by a very considerable position which she enjoys today. It is a position taking place without the Soviet presence in the southern part of the continent, the stronger the Soviet presence wish to weaken her strongest ally, much point in expecting the US to act firmly before she 'needs' the US as elsewhere, seldom act do not, on the whole, go looking

Labour Reporter

More jobs had to be created for workers, regardless of colour, the chairman of the Artisan Staff Association, Mr Jimmy Zurich, said in Johannesburg yesterday.

Mr Zurich was speaking at the 50th annual conference of the railway workers' association.

He said the association had recently opened its ranks to coloured apprentices and it was concerned about the principle of

statutory job reservation

Issues such as open membership were being discussed and this showed that the association was willing to accept its responsibilities, Mr Zurich said.

Mr Zurich raised the issue of a shorter work week. Since 1974 railway artisans had worked a 46 hour week.

He added the association was satisfied with the recent 12½ percent wage increase

It has to be faced in the West too, particularly in the US. In the long run there are only two alternatives. Either the West must dig in and support white supremacy in South Africa or it must exercise a general pressure for its 'reform', and, ultimately, its complete dismantlement. It is, as yet, too soon to know what the Carter administration's policies will be — the temptation, of course, will always be to work for piecemeal adjustments, not general change. All that one can say is that the coalition which brought Carter to power and on which he must rely for the next eight years is almost ideally suited to providing backing for such pressures for general change.

He no longer the position might be the East crisis of 1973 when, between the US and the USSR on their respective clients. The of this particular deal — the US has clients — may be expected to worth next time. Meanwhile the protectorate of one of the big in between them has occurred to do not like it, and are already 'it-alone' stances. This does not Smith did it in 1965. In the

Conclusion

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There are, of course, other possibilities. Israel now almost certainly possesses nuclear weapons, and Pretoria too has boasted of a 'nuclear capacity'. Whether by her own direct efforts or as a result of a deal with Israel, South Africa might well be in a position to threaten the use of nuclear weaponry against her foes. Such possibilities seem small. South Africa is hardly likely to gain US approval for the use of such weapons and rather unlikely to use them without it.

If, however, one is to take one's courage in both hands and attempt a prediction — on the basis of what is known and what is, on the whole, most likely — then one should, perhaps, expect something like the following scenario.

First, the South African economy is in for several hard years at least. The gold price has gone up, but not enough. It hit \$200 in December 1974. Since then, inflation has been of the order of 25-30%. This means the present \$150 price is worth only about \$110 in December 1974 terms — an overall fall of 45%. Foreign investors have been thoroughly scared off, and though there is in fact every prospect of a quick killing in the markets for those who bought in at post-Soweto lows, it may well be that the country will never again benefit from the same degree of foreign investor confidence it enjoyed in the 1960s. The country will need loans, but remains a good credit risk and should get them. The problem is that it will be exceedingly difficult to acquire long-term investment from any source, and both private and public foreign investors will require high rates of return and copper-bottomed guarantees for whatever risks they take. The government is likely to spend even more on defence, to maintain white employment in the para-statal sector, to squeeze imports, and to pursue deflationary policies as far as these other objectives allow.

The likely results are high and rising African unemployment, a moderate redistribution of resources within the white community, and a gradually stabilising economic situation presaging at least a minor (and possibly major) boom in mineral exports in the late 1970s and early 1980s. The economy may well appear to tremble on the brink of the apocalypse but it is too fundamentally strong not to pull through by the simple expedient of off-loading most of the costs of recession on to the blacks. It is possible (though by no means certain) that we shall witness further revolts by the black unemployed or even the peasantry under such circumstances. These revolts could take almost any form, with urban guerrilla action perhaps marginally the most likely. What is certain (not just possible) is that such revolts, if they take place, will be thoroughly and effectively repressed.

Labour deal draws ^{still} more criticism

Labour Reporter

Registration should be a formality and proof of membership should be the basis for union recognition, a meeting of employers and union officials was told yesterday

The meeting to discuss union registration was organised by the Institute of Industrial Relations in Johannesburg.

A prominent labour lawyer, who may not be named said the registration process was too cumbersome with the registrar demanding proof of "representativeness" from unions.

FORMALITY

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society suggested that registration of unions be a formality in the same way that registration of companies is

Because the registrar had to examine objections by other unions, the process was a lengthy one.

Speakers and members of the audience criticised aspects of the draft amendments to the Industrial Conciliation Act,

MAJORITY

There were arguments about new unions forming in some industries as well as the development of black unions in recent years

Dr Anna Scheepers, president of the Garment Workers' Union, argued that only unions which had a majority of worker support in a particular industry should have negotiating rights

Mr van der Watt said the Government should provide "guidance" and not control for unions

"Unless fundamental changes are made to the whole system of registration, I don't see any way out of the present labour dilemma."

Railways union opens up to blacks

RDM 2/5/81

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING white Railways trade union the Artisan Staff Association, has decided to back the introduction of workers of all races as apprentices on the railways — and to open its own ranks to them.

It has also decided to apply for affiliation to the multiracial Trade Union Council of SA (Tucsa), the largest trade union co-ordinating organisation in the country.

The decisions were taken at the annual conference of the 27 000-member association in Johannesburg this week and announced at a Press conference yesterday.

However, the conference decided it would only accept black apprentices if they were subject to compulsory military training — or white apprentices were exempted.

White applicants would have to be given preference.

Its executive committee would have to ensure that the ASA retained the 'greatest measure of control over the influx of non-whites into the association's ranks and into work situations over which it has jurisdiction'.

Commenting on these moves the ASA's president, Mr Jimmy Zurich, said the association was willing to accept black apprentices provided they were subject to the same employment conditions as whites.

The issue of military training was more important in the Railways than elsewhere and apprentices who did not have to undergo training would gain a permanent advantage over the others.

However, Mr Zurich did not

appear to see this as an insuperable obstacle. He said the issue was under urgent investigation by a Party management committee and that the next intake of apprentices would take place next year — which gave the parties ample time to evolve the problem.

Mr Zurich said there had been some opposition to the decision, and some members were very happy.

However, the conference decision to open ASA ranks had been virtually unanimous.

The ASA has not been affiliated to any co-ordinating organisation since 1976 when it broke away from the Rightwing SA Confederation of Labour with the intention of setting up a new middle class road organisation.

Mr Zurich said yesterday that the union had worked hard to form a new organisation, but had run into stiff opposition. It had now come to the conclusion that the idea though good had been 'stillborn'.

The ASA needed a platform for its views and it had consequently decided to affiliate to Tucsa.

The ASA conference also debated a resolution calling for a one-day strike in protest against price rises.

According to yesterday's statement it took 'all the persuasive powers of the president and the executive committee to dissuade the conference from such strong action'.

The Government would be urged to take strong steps to curb inflation.

The union would also press for new wage increases to match inflation and compensate members for increased productivity.

Union reforms surge ahead

STAR
2/5/81

~~135~~
~~135~~
~~135~~

Labour Reporters

The South African Railways Artisan Staff Association is to become multiacial

It was decided yesterday at its 50th annual congress to admit black apprentices to press for new wage increases and not to go ahead with a one day strike protesting the cost of living

According to the president of the association Mr Jimmy Zutich, this was a result of economic forces and black apprentices would receive the same wages as their white counterparts, probably before September

White coal and gold miners are to receive a 13.9 percent wage increase effective from this month

This was announced yesterday by the Council of Mining Unions and the Chamber of Mines and will affect about 20 000 white workers

Black mine workers will get increases in July. They are expected to be higher than those of whites to close the wage gap

The all white South African Confederation of Labour (Sacla) has removed the "dissolution clause" from its constitution. This clause required the confederation to disband if its membership fell below the 10 000 mark

Only all white unions may be affiliated to Sacla, and the body has been steadily undermined by the defection of affiliated unions who opened their ranks to other races

The Black Allied Workers' Union (Bawu) has announced its intention to launch a teachers' union

Three bank unions representing bank officials have agreed to amalgamate

The SA Society of Bank Officials (Sasbo), the SA bank Employees' Union (Sabeu) and the National Union of Bank Employees (Nubesa), representing white, black and coloured officials respectively, are amalgamating under Sasbo

Background to the News

By Tony Davis,
Labour Reporter

Last Friday the African Staff Association (ASA) of the South African Railways announced it had opened its membership to all races. This makes it very much a union that has come in from the cold.

Ten years ago the ASA was still a member of the all White Confederation of Labour which rejected all forms of black participation in trade unions.

When the ASA went "into the wilderness" and maintained no affiliation to a union federation.

Earlier this year it announced the opening of its ranks to coloured members — something that would not have been contemplated earlier — and now it has provided

Railways Union: Pragmatic Response to Pressures (13/5/81)

for black membership.

The ASA has also announced its intention of affiliating to the Trade Union Council of South Africa (Tucsa).

Observers may well ask what prompted such changes.

Mr Jimmy Zurnich, chairman of the association, said that economic pressures had compelled it to admit members of various black groups.

South Africa was currently undergoing a major power crisis and new recruits were needed on the Railways.

The decision to affiliate to Tucsa was taken because the union needed a platform from which to represent its members and to speak out on labour matters.

It is no good for a trade union of this size not to be affiliated to a co-ordinating body. Mr Zurnich said.

At last week's annual conference of the union only 85% of the 127 delegates voted against the opening of membership to blacks. But to the 15% of white fears of a flood of

black workers the conference stated that its executive committee would have "the greatest measure of control" over the influx of blacks into the union.

"We do not anticipate that we will lose members by taking the word 'white' out of our constitution," Mr Zurnich said. He added that the union had been negotiating opposition to the decision to affiliate to Tucsa.

M. Louis Petersen, Tucsa's third vice-president, said they would welcome the ASA as an affiliate.

"His membership would help strengthen the broader workers' movement and in turn affiliation would be beneficial to the Railway workers themselves," he said.

The opening of the ranks is almost certainly a pragmatic response to a shrinking white workforce and the loss of white artisans to better-paying industries.

Employment opportunities on the Railways are also to be opened up to all workers, regardless of race.

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Warning
RDM 5/5/81
on food prices
135

By GERALD REILLY
Pretoria Bureau

ESCALATING food prices would be the biggest, single factor determining the extent of strike action during the rest of this year, Mr Steve Scheepers, vice-president of the Trade Union Council of South Africa, warned yesterday

He said he would make a strong appeal to the Minister of Finance, Mr Owen Horwood, to remove General Sales Tax from certain basic foods in the main Budget in August, or to increase subsidies

The inability of black workers to buy enough food to satisfy the needs of their families was a basic reason for the discontent

The pleas of unions that basic food prices be cheapened either by bigger subsidies or the removal of GST has the support of the big unions, he said

Last week's conference of the Artisan Staff Association debated a resolution calling for a one-day strike as a protest against rising prices

The secretary of the Asa, Mr Wally Grobler, said rising prices were a major reason for industrial unrest

POLITICAL comment in this issue by Allister Sparks John Ryan Lin Menge newsbills by John Leask headlines and sub editing by Chris Smith cartoons by Bob Connolly all of 171 Main Street Johannesburg

Professor J Degenaar
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- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

More

unions

RDM 7/5/81

oppose

new

Bill

By STEVEN FRIEDMAN
Labour Reporter

TWO more trade unions have come out against key elements in the Government's draft Industrial Conciliation Amendment Bill

And one of them has called for "a united front of all independent unions" against sections of the Bill

In a statement this week, the Transvaal branch of the African Food and Canning Workers' Union slammed the Bill which, it said, "will increase the intervention of the State in the internal affairs of unions"

AFCWU is opposed to seeking Government registration

The union's Transvaal branch said it objected "strongly" to the Bill

It added "The arbitrary powers invested in the State (by the draft Bill) to shut down unions confirms that the aim of the Government's new labour dispensation is to further stifle the growth of democratic worker organisations"

It calls for a united front against "these repressive measures"

A second union, the registered Garment Workers' Union of South Africa, which represents white and coloured workers, has sent a memorandum to the authorities on the Bill, according to its journal, Garment Worker

In the memorandum, GWUSA welcomes aspects of the Bill but objects to several controls on unions, including the proposed widening of the bar on union "political" activities

The union says that, while unionists would be barred from political activity, "Parliament is stacked with farmers, dominees, reverends and other interest groups. Why then must workers be deprived of spokesmen in their interests?"

The union objected to proposed wide powers for the Minister to close down unions, saying that it is "wrong to punish rank and file membership for what may be the wrongdoings of a corrupt official"

The union also opposes provisions in the Bill which would make it easier for minority groups within a union to have off and form a new one

o In its statement, the Transvaal branch of AFCWU also expresses "full confidence" in the union's East London secretary, Mr B P Norushe, who is serving a one-year jail sentence for refusing to testify "against a friend"

It expresses the same confidence in its national organiser, Mr Oscar Mpetha, who is on trial in Cape Town

AFCWU Transvaal also backs the call for a boycott of Wilson Rowntree products following a dispute at the company

Pay Rise for Clothing Workers

Financial Staff
A 7.5 PERCENT wage increase is to be paid on July 10 to the more than 56 000 workers in the Cape clothing industry.

An agreement to step up minimum wages was reached last night at a special meeting of the Cape Industrial Council for the Clothing Industry.

The council's chairman, Mr A M Rosenberg, said today the increase in the workers' weekly pay packet meant an extra R3-million would be injected into the economy of the Western Cape in the next six months.

Wages paid by the Cape's 350 factories will top R2-million a week and R100-million a year. The latest pay rise follows a request from the

Garment Workers' Union of the Western Province to increase the rates for all categories of clothing workers.

It also means that wages have jumped by 29 percent in the past 12 months as a result of three increases.

The industry's current wage agreement ends in December, when negotiations for a new three-year pay structure will be held.

Mr L A Petersen, secretary of the Garment

~~189/34~~ (135)
~~PAY RISE~~
ANW 8/5/81

(Continued from page 3)

Workers Union, said a pay rise was granted six months ago and the union agreed not to seek further increases while the present agreement lasted.

However, the rate of inflation had already exceeded the last pay rise and workers found it hard to keep up with the cost of almost all commodities.

The union intended to negotiate for further increases to begin with the workers' Christmas pay packets

(Continued on Page 3, col 3)

Cape clothing workers to get another 7,5 pc

MINIMUM wages for all mem-
bers of the Garment Workers
Union of the Western Province
had been raised by 7,5 percent.
Mr A M Rosenberg, chairman
of the Industrial Council for the
Clothing Industry, announced
yesterday.

This is in addition to a 10
percent minimum wage in-
crease granted in December
and it follows a request made by
the union.

Mr Rosenberg said: "The In-
dustrial Council for the Clothing
Industry (Cape) held a special
meeting on Thursday to discuss
a request from the Garment
Workers Union for an increase
in the minimum rates of pay for
all categories of clothing work-
ers under the jurisdiction of the
council.

An agreement was reached
whereby these minimum wages
are to be increased by 7,5
percent payable on Friday, July
10, 1981.

The increase of 7,5 percent
in the workers' weekly pay
packet means that more than

R3 million will be injected into
the economy of the Western
Cape during the next six months
by the more than 56 000 workers
in the industry, which is the
largest in the Western Cape.
Mr Rosenberg said.

Reacting to the statement
the general secretary of the
GWIWP, Mr L A Petersen,
said he was "more than
pleased" at the response of the
council to his request for an ad-
ditional minimum-wage
increase.

We requested the additional
increase because the 10 percent
increase given in December has
already been superseded by the
inflation rate. We felt the work-
ers deserved it for their excep-
tionally superior work which
has led to an expansion in the
overseas market.

The latest increase, he said,
brought the total increases
granted since wage negotiations
began in 1979 to 54,5 percent.

"And now the wage increase
has superseded the inflation
rate," he said.

Shifting plants

work overtime

to meet orders

By TOM HOOD

135

184

ALL-DAY Saturday shifts are being worked in several Cape Town clothing factories to cope with the rush of home and export business.

Award for leadership training

JAYCEE South Africa says it will again present the Leadership Training Award in 1981.

The award, sponsored by the Freight Services group, is a prize of R1 000 for the person who develops the best training session for the improvement of management skills in motivation, perception, organisation and communication.

Entries close on July 31.

Many others are working overtime and, as one factory executive put it 'We can't train people fast enough.'

The industry has full employment but the rate of increase is not as high as it was, the chairman of the Cape Clothing Manufacturers Association, Mr Mike Getz, reports.

Employment reached a new peak of 56 200 last month, up by 2 000 since the end of the year and 14 000 more than at the worst of the recession in 1977.

There are still many vacancies, however.

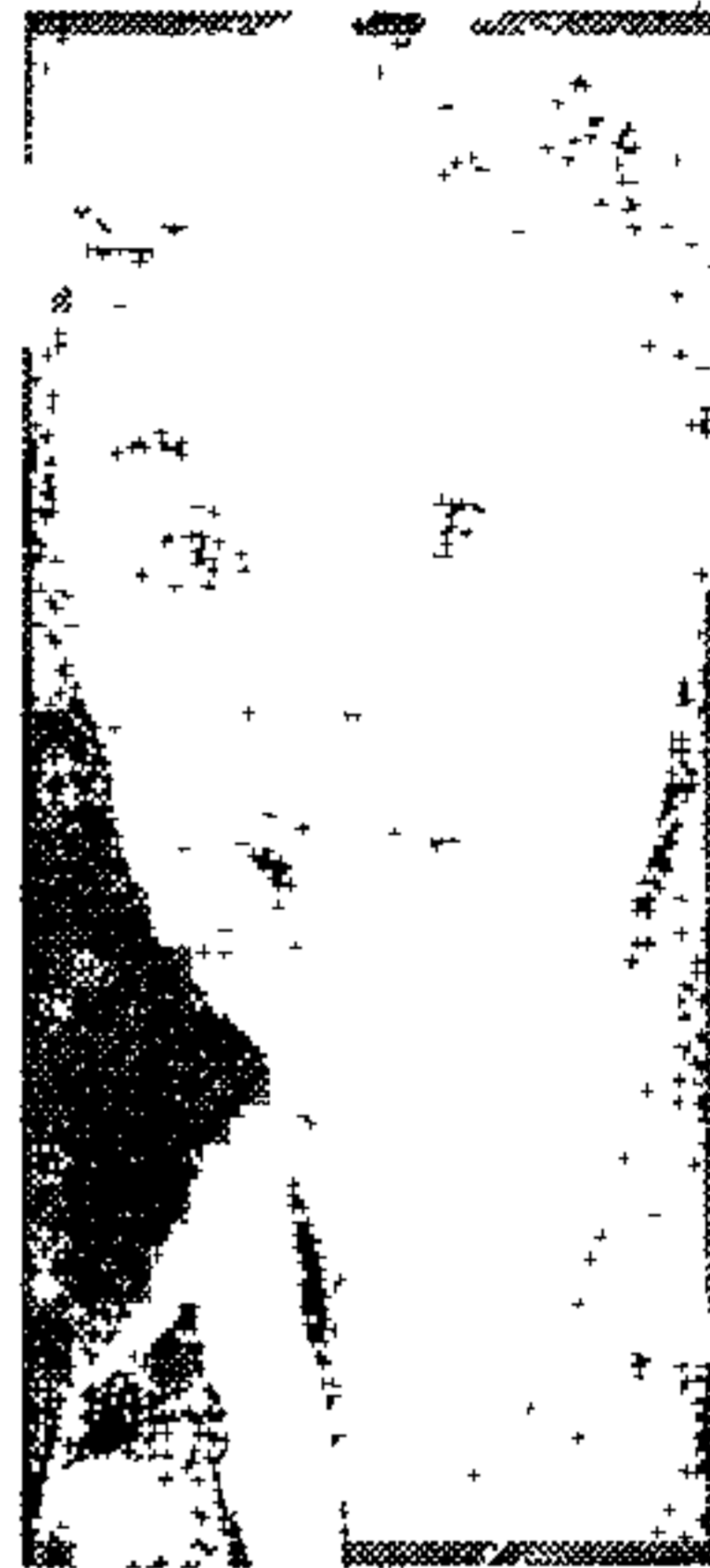
WAGES RATES

A 7,5 percent pay rise announced yesterday means wage rates have increased by 54,5 percent since 1979.

And this, says the Garment Workers' Union, is drawing better-educated workers to the industry.

Minimum rates for machinists will rise to R37,10 from R34,50 in July. But incentive schemes operated in many factories boost earnings by 25 percent so that many machinists will be earning R46 a week and more.

Rates for labourers also rise to a basic R37,10, while 15-year-old trainees will start on R27,60 a week.



LYNNE SPINK has joined Kodak (South Africa) (Pty) as advertising manager.

C. Herald 16/5/81

Clothing workers to lose jobs?

By ANEEZ SALIE

THOUSANDS of textile and garment workers could lose their jobs — and the market could be flooded with cheap imports — if the Government goes through with plans to drop certain import controls, trade unionists have warned

The authorities plan to scrap controls on the amount of imports which could lead to a flooding of the local market with cheap and inferior quality garments and textiles.

With inflation at its current high level, consumers would choose the cheaper imported product instead of the higher quality, and more expensive local version.

A drop in demand for locally manufactured products would force producers to cut back on production resulting in retrenchments.

The assistant secretary of the Garment Workers

Union of the Western Province, Mr C Petersen, told of how the market was already well supplied with foreign cheap garments.

BIG WALK

'The union organised a big walk the other day and we decided to print t-shirts for the few hundred participants.

'When we priced a batch we found several foreign ones and the cheapest was one from Taiwan.

Although we would have saved quite a bit had we bought the readily available cheaper foreign product we decided on a point of principle to purchase a local one.

'That experience was really an eye-opener for us — if we needed one in the first place.

'The point to note is that the ordinary consumer would not have bought something on principle, but would rather have been influenced by the price.'

There are about 250 000 garment and textile workers in South Africa, representing a sixth of the workforce in the manufacturing sector.

Bearing in mind the workers' dependants, more than a million South Africans are dependent on the garment and textile industries.

The effects of excessive imports were felt in 1974 and 1976 when 15 percent of the employees in the industry were retrenched.

Cape unionist talks on domestic and farm labour

Need a union who isolated and unorganised

95/15/181

THE conditions which produce the isolation of domestic servants and farm labourers lead, in many cases, to horrifying and degrading conditions of service, a Western Province trade unionist has pointed out.

Mr Bill Bezuidenhout of the National Union of Commercial Catering and Allied Workers was speaking in Johannesburg this week about "these category of workers who most desperately need the benefits of union protection".

The reasons for this isolation differ somewhat between domestic service and farm labour, continued Mr Bezuidenhout. In domestic service there is a largely female workforce and most domestics are black.

They must enter wage employment because of the inadequate wages which are frequently the lot of their husbands of because the high level of general unemployment which prevails has left their husbands without work, continued Mr Bezuidenhout.

There is another important characteristic of employers of domestic

labour which must be taken into account — they are fragmented and elusive in the sense that they do not operate in any kind of organised group and this fact works to their advantage. Each employer sets his or her own conditions of service and is not responsible to anyone else for them.

Elaborated Mr Bezuidenhout. Employers can offer as little as the abnormal market under the present South African conditions will bear and they are extremely difficult to negotiate with as a group in any way.

Turning to farm workers, he said. We see that deliberate steps have been taken in the past by employers and by the Government to create this situation. Division of the country into prescribed and non-prescribed areas has meant that farmers have not in many areas, had to face direct competition in the recruitment of labour from other sectors of the economy.

Once a worker is a farm labourer it can be difficult for him to transfer to any other kind of employment. It was known said Mr Bezuidenhout, that in the Free State agreements between farmers' associations and district authorities meant that the only way a farm labourer could change his job was to return to the bantustans.

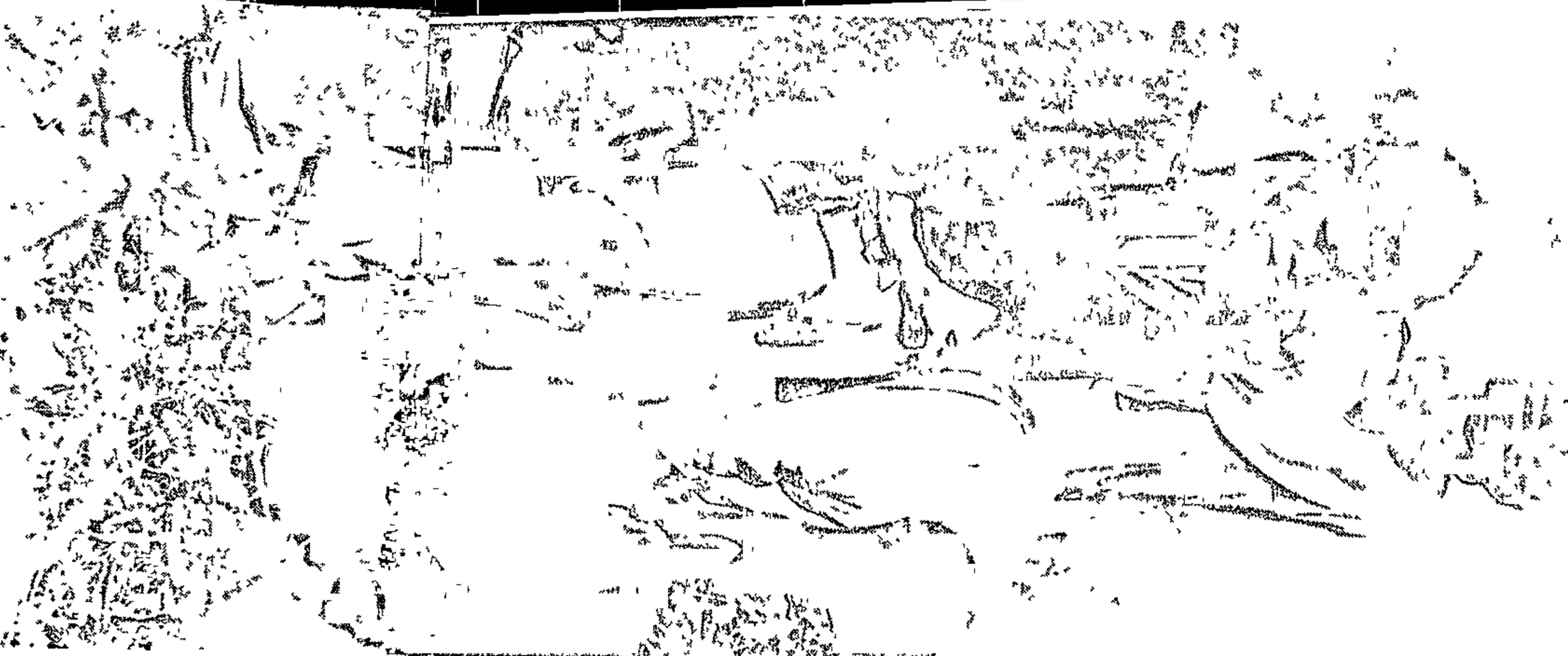
This was, for instance, if that farm labourer wanted to be a maneworker. He would stay in the bantustan for six months to qualify for a mining contract.

By E. M. J. J.

Spotlighting this farm labourer's plight, Mr Bezuidenhout said. And there are no jobs whatever in the bantustans such as QwaQwa. While one must note here that the nature of farming and the conditions of farm labour vary considerably in a large country like South Africa. It can still safely be said that nowhere in the whole area are conditions for workers uniformly good or even remotely satisfactory.

It may be possible to negotiate with farmers' unions and associations for better conditions for farm labour but how does one get to the employers of domestic labour, asked Mr Bezuidenhout.

Mr Bezuidenhout then told his audience that such problems suggest the need for concerted action by all to support the important initiatives taken by organisations such as the Domestic Workers and Employers Project (Dwep), the Domestic Workers Association and the Domestic Workers Union.



Farm labourers . . . horrifying conditions.

Unions back strike at Leyland

Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Leyland workers who have now been on strike for three weeks, demanding an increase in wages.

In a statement after a meeting this week, the unions deplored the action of Leyland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Ley-

land workers' demand for unconditional reinstatement and called on other workers not to seek employment at Leyland's Blackheath and Elsie's River factories.

The unions are the Food and Canning Workers' Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers' Union of

South Africa and the General Workers' Union.

About 2000 workers at Leyland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour, rather than the 9c an hour due in July according to an agreement signed in December.

Mr Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numatwosa) said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Leyland management had not responded to the workers' demands. The union, however, was willing to talk.

MATTER OF FACT

IN SOWETAN of Tuesday ^{of the} day
May 2, it was reported that It has been pointed out
buses which were to take that the outing was in fact
members of the Garment undertaken on Thursday,
Workers Union on a plea- and while the group was
sure outing were turned approached by five youths
away by people who had the purpose of the trip was
attended an anti-Republic explained to them and it did
Day meeting on the Satur- materialise

Strikers
no decision
on support

Argus 7/1/68

THE National Union of Commercial, Catering and Allied Workers, and the Commercial, Catering and Allied Workers' Union of South Africa have still to take a decision about whether they will express formal support for the Leyland workers who are striking for increased wages according to the general secretary of the NUCCAW, Miss Dulcie Haiwell

A report in The Argus yesterday said that the unions had already decided to do this.

New hours: Sta 15/6/8 unions set (35/80) conditions

Chief Reporter

Trade unionists are prepared to agree to new shopping hours in the Transvaal "provided employers give certain undertakings."

The attitude of the unions has been spelt out by Miss Dulcie Hartwell, secretary of the Association of Distributive and Allied Workers, in the wake of new moves to introduce flexible shopping hours in the Transvaal

In the past, the National Union of Distributive Workers, a member of the association, has been a major stumbling block to the introduction of night shopping in the Transvaal.

Miss Hartwell said the unions would agree to new shopping hours on condition the employers undertook and:

- to guarantee a five-day week for employees.
- to pay a premium wage to employees on night duty.

*

She said the unions were not prepared to talk to employers unless these conditions were accepted

Miss Hartwell said transport home for night duty workers was a major consideration in the Cape and Natal shop staff returning from night work had experienced rape and assault

government would have to give years of part (2). Would later than the amount it would the answer mean that crop is impossible?

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell the govern stablizat
- (6) Draw up a:

2. cont.....

Despite the inherent problems of using mortality data it is generally accepted that they provide an important, if incomplete indication of the health status of the communities from which they are derived. Clearly they must be interpreted with due consideration to their limitations. Quite apart from the fact that they are probably the antithesis of any communities health status, there are the problems associated with the availability of diagnoses, the problems of incomplete reporting, the fact that they give no indication of prevalence.

Clothing unions discuss merger

By STEVEN FRIEDMAN
Labour Reporter

MRS Lucy Mvubelo's (black) National Union of Clothing Workers will meet the (white and coloured) Garment Workers Union of SA tonight to discuss amalgamating the two unions — but the NU(W)'s executive is opposed to a merger.

The prospect of the two unions amalgamating has prompted controversy within them and is being watched by other black unions in the Reef area.

The move is backed by the GWUSA and some employers in the industry but has been resisted by the black union's National Executive Committee.

According to Garment Worker, the two unions' journal, both unions have agreed to the principle of amalgamation.

Even if there was an agreement in principle to go ahead, the issue, said Mrs Mvubelo, would be put to union shop stewards and then to a referendum of members.

Mrs Mvubelo, who is believed to personally favour amalgamation, confirmed that her union executive was opposed to amalgamating with the Garment Workers Union.

But she added 'They may only be objecting for personal reasons.

"The executive consists of only 18 people. If we decide to amalgamate, the decision will be taken by the members," she said.

If the two unions amalgamated, the NUCW's black members would constitute a majority of members of the new multiracial union.

But it is understood that NUCW executive members feel that non-black unionists could still control the organisation because they have greater experience of operating within the official industrial council system.

The NUCW is a parallel union and critics charge that these unions tend to be dominated by their white or coloured parent unions — a charge they deny.

However, once these limitations are accepted, and when it is appreciated that mortality data provides only one aspect of the overall health-disease profile for any community, then the analysis of routinely collected statistics of the deaths occurring in a defined population provides important traces for the planning, implementation, surveillance and evaluation of the health services. In South Africa the analysis of mortality data is of particular importance since, apart from the notification of certain, predominantly infectious

diseases are a recently instituted collection of hospital inpatient statistics, no morbidity data is collated on a routine basis at national level. Thus, if the provision of basic the analysis in the overall a Last year the two unions agreed to work together in a formal federation in what was seen as a compromise between the pro- and anti-amalgamation camps. The Garment Worker says there are strong and increasing pressures for a complete amalgamation between the two unions. The most important point, however, is that it is in the interests of workers to have one strong union representing them. In a rational and scientific basis of fundamental importance of mortality experiences of the different South African communities. In routine sources, there

21. To determine suitable methods of analysis and presentation of the data in order to provide comparable indices of the mortality profiles of the four communities

211. To make comment of these mortality profiles and to discuss their relevance to the provision of health services in South Africa

Sources of Data

Information about the number of deaths occurring in South Africa by cause, age and sex is published annually by the Department of Statistics. These figures

Manpower ideas — 'no shelving'

Act should protect strikers — Mvubelo

Star 8/6/81 (135) 166

Lowveld Bureau

By Bob Davis

PIETERSBURG — The chairman of the Manpower Commission, Dr Hennie Reynders, told delegates to the South African Master Builders' Association conference here yesterday that the commission's recommendations on labour and manpower matters could not be shelved by the Government.

"This commission is different from others, in that it is a statutory body which will follow through. The commission's priorities remained the in-depth investigation of education and training, labour relations, and the creation of job opportunities, he said.

The question of "open universities" was being studied thoroughly.

"This concept has been misconstrued by certain sections of the media. The term simply implies the possibility of lifting the usual university entrance requirements to accommodate students who can be trained in certain skills and trades."

The Industrial Conciliation Act should be amended to prevent employers from replacing striking workers, the general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, said in Johannesburg.

Addressing a National Development and Manpower Foundation seminar on industrial relations, Mrs Mvubelo said the "conciliation" machinery remained that of compulsion, control and penalties.

"But in our very imperfect society, it remains essential that workers must have means by which bosses can be forced to sit down and negotiate."

She said regrettably each side had a pistol at its head during negotiations.

"The workers have the strike and the employers have the lockout as a weapon."

The workers' weapon was weakened, however,

because, "nowhere does the law specifically state that legally striking workers cannot be replaced by others."

Mrs Mvubelo said workers could therefore only use the strike weapon where they were skilled and could not easily be replaced.

"The Industrial Conciliation Act thus does not provide a solution for unskilled or semi-skilled workers who can readily be replaced."

She said this was perhaps why so many illegal strikes occurred among unskilled workers.

"A strike - first - and - talk - afterwards principle does not allow the employer to find replacements, particularly if they must be recruited from a homeland area."

"I certainly would like to see written into the Industrial Conciliation Act a proviso that legal strikers may not be replaced by others."

Mrs Mvubelo said her union had now been admitted to the formal negotiating machinery.

thinning workers. A possible explanation is that while some wage competition between farmers attempting to procure additional their labour. In fact though there appears to be substantial causing much decline in the number of workers willing to supply wage, thereby substantially reducing their total wage costs without to collide in the recruitment of this labour, holding down the in this area. Under such conditions we might have expected farmers for those who seek seasonal employment at this time, and presumably is price inelastic, there being little alternative work available. It may be argued that the supply of non-resident seasonal labour only 25% of his thinning labour force returned annually. people performed this work every week, and the other noting that their thinning labour force, one farmer asserting that different farmers reported the widest fluctuations in the composition of. It is interesting to note that of all farmers interviewed, these factory results - to ensure that they obtained sufficient labour, returned annually, relying on word of mouth - usually with satis-

1.

THE AIM, SCOPE AND METHOD OF THE PAPER

Much has been written about the ethical drug manufacturing industry. However, most of the work does not relate to South Africa and very little of it has been undertaken by economists. In addition, many of the writings concentrate on one or other specific problem within the industry.

A gap therefore exists and needs to be filled by an economic study of the ethical drug manufacturing industry in South Africa. It is the aim of this paper to fill the gap by providing a broad overview of both the production and marketing behaviour of the industry.

The paper has been prepared by undertaking a detailed investigation of the literature on the topic, by studying various government commissions and by interviewing and talking with people involved in the industry and academics and others concerned with it.

The number of people who gave me valuable information and help is large and many thanks are due to them. Acknowledgment is also due to The South African Labour and Development Research Unit for financial support while the bulk of the fieldwork for this study was done.

This relatively brief paper is based on a more comprehensive study submitted as an Economics Honours Thesis at U.C.T. (1978).

SECTION 1: INTRODUCTION

The paper is an attempt to delve into the issues surrounding the manufacturing sector of the ethical drug market that have become topical since the advent of the "Pharmaceutical Revolution".

(1.1) The Industry and its Products:

The definition of the manufacturing sector adopted includes all firms involved in drug formulation, drug design or drug compounding and confectioning. (2) Both the production and the marketing activities of this sector of the industry will be analyzed, but the pharmaceutical trade (wholesalers and retailers) will not be discussed in depth.

The products of the Pharmaceutical Industry comprise medicines, cosmetics and incidentals. Medicines, the subject of the paper, consist of scheduled drugs (also known as ethicals or prescription drugs) and unscheduled drugs (also known as over-the-counter lines).

The paper will focus on the ethical drug market. There

Own Correspondent
JOHANNESBURG — Mrs Lucy Myubelo (black) National Union of Clothing Workers will meet the (white and coloured) Garment Workers' Union of SA tonight to discuss amalgamating the two unions — but the NUCW's executive is opposed to a merger.

The prospect of the two unions amalgamating has prompted controversy within the two unions and is being watched by other black unions on the Reef.

The move is backed by the GWUSA and some employers in the industry, but has been resisted by the black union's national executive.

Amalgamation

According to Garment Worker, the journal of the two unions, both unions have agreed to "the principle of amalgamation". However, Mrs Myubelo said yesterday that this did not mean that an amalgamation was on the cards.

Even if there was an agreement in principle to go ahead, the issue would be put to union shop stewards and then to a referendum of members, she added.

Mrs Myubelo who is be-

lieved to personally favour amalgamation, confirmed that her union executive was opposed to amalgamating with the Garment Workers' Union. But she added "They may only be objecting for personal reasons".

"The executive is only 18 people, not the union itself. If we decide to amalgamate, the decision will be taken by the members, not by the executive," she said.

Majority

If the two unions amalgamated, the NUCW's members would constitute a majority of members of the new multi-racial union.

However, it is understood that NUCW executive members feel that non-black unionists could still control the organization because they have greater experience of operating within the official industrial council system.

Last year, the two unions agreed to work together in a formal federation in what was seen as a compromise between the pro- and anti-amalgamation camps.

The Garment Worker says there is increasing pressure for an amalgamation of the unions.

CT 18/6/81
135
Clothing unions to discuss merger

has caused several issues of concern to emerge. These issues, each a facet of an interdependent system, will be analysed by the paper and include:

1. Profits and prices in the industry.
2. Promotion and advertising.
3. Generic and Brand Name usage.
4. Patenting of Ethical Drugs.
5. Research and Development.
6. Registration and Control of new Drugs.

(23)

So long as no meaningful programme is launched at community level to combat malnutrition it can only be anticipated that the problem is going to be generated on even a wider scale. With the rising cost of living and widespread unemployment the matter becomes very much more urgent.

8) THE NEED FOR A COMUNIT DEVELOPMENT APPROACH.

An intentional recurring theme in this paper is the diversity of factors that contribute to the high incidence of malnutrition. Unprotected water sources, the low cash incomes of the families, the inavailability of fresh milk in shops, the routine of griving enemies all to some extent or another contribute to the widespread nutritional breakdown in the rural areas.

To endeavour to combat any one or two of the factors will not halt the escalation of the problem; and to assume that this is essentially a health problem requiring only the attention of health workers in isolation is as unrealistic as suggesting that the Department of Labour is solely responsible for the problem of unemployment or that the Department of Police is solely responsible for the problem of crime.

Malnutrition is a disease that results from a host of social problems and only an approach that undertakes to work towards the eradication of those social problems is likely to meet with any measure of success.

What is needed in the rural areas if malnutrition is to be effectively combatted is a massive community development programme planned jointly by ALL government departments.

(24)

Community development is seen as many different things by many different people but perhaps Richard W. Poston's definition describes best what is needed to combat malnutrition:

an organised educational process which deals comprehensively with the community in its entirety and with all the various functions of community life as interrelated parts of the whole. Thus the ultimate goal of community development is to help evolve through a process of organised study and planning and action, a physical and social environment that is best suited to the maximum growth, development and happiness of human beings as individuals and as productive members of their society (9)

It would need to be a very bold decision on part of

Veteran unionist resigns

Labour Correspondent

VETERAN trade unionist Mr Ronnie Webb has severed all his links with the labour movement so he can concentrate on serving on the President's Council

However, he will continue to serve as a member of the National Manpower Commission

Mr Webb scored a breakthrough when he became the first coloured president of the Trade Union Council of South Africa (Tucsa) in 1977

At the time of his resignation he was serving as deputy vice-president of Tucsa and member of its national executive council

He has also resigned as general secretary of the Motor Industry Combined Workers' Union. He has been succeeded by Mr Des East, secretary of the Transvaal division of the union

It is believed Mr Webb has been criticised within Tucsa for serving in the trade union movement, as well as the President's Council.

In a statement, Mr Webb has said he was severing his trade union links as he was convinced that trade unionism and politics did not mix

Under present circumstances everything about the rural person's way of life can only reinforce feelings of incompetence, inadequacy and inferiority. This is not peculiar to KwaZulu - it is the universal lot of the poor.

You cannot know unless you are a villager how everyone threatens and takes from us. When you (the users) go anywhere, or when a sophisticated to'm man goes anywhere he demands service and he gets it. We stand dumb and show our fear and they trample on us" (10)

Clinic and hospital personnel, shopkeepers, civil servants and Church workers too have all contributed intentionally or unintentionally to keeping the poor ensnared in

**COMPREHENSIVE HEALTH CARE IN RURAL AREAS
OF NATAL/LELAND**

DR. A. O. PUGH

Introduction

The purpose of this article is to summarize the existing system of health care in rural areas of Natal, with special reference to the Natal/leland province. The roles of medical assistants, health assistants, village health workers and other auxiliary staff are outlined, and their duties described. The costs of the service are mentioned, and it is hoped that subsequent discussion will show that

the smaller centres can be made, the rural hospital will continue to swallow up most of our graduates and qualified nursing staff so that the doctor: population ratio in the rural areas will remain up to 1:10000. This means that our rural health services must be provided by auxiliary staff supported by their professional colleagues in urban areas.

The health problems in our rural areas are similar to those of other developing countries and emphasize a lack of adequate water and sanitation. The health problems are grouped together under the following headings for convenience:

1. Nutritional
2. Infectious diseases
3. Parasitic diseases spread by vectors or intermediate hosts
4. Common ailments, injuries and social problems
5. Problems in pregnancy and childbirth
6. Emergencies of all types

We have analysed the health problems and we know what needs to be done to counteract them. Our challenge is to provide a system of comprehensive health care which will reach the people who need it most in ways which yield the greatest benefits, and yet are within the country's financial capabilities. By comprehensive health service we mean a system of health care (and I quote) which must "reach into the communities and homes, and influence patterns of living - the construction of dwellings, the protection of water, the delivery of babies, the feeding of children, the size of families". (Bryant 1971)

For convenience, the description of the system will be divided into the aspects of personal health care, environmental health services and

Jobs saved for 200 textile workers

Star 29/6/81

By Frank Jeans

A salvage operation by Mercabank has saved the jobs of 200 textile workers employed by hosiery manufacturers, Keepers Hosiery.

The company was formed in 1971 under United States franchise and following good trading years, difficulties were encountered which led to its being placed under provisional liquidation in 1979.

The then administrator for the provisional liquidator, Mr Denton Bruyns, however, stimulated new interest which in turn led to Mercabank coming in with an offer of compromise.

OPTIONS

There were two options opened to Dr Charles Ferreira of Mercabank and Mr Bruyns - the company could be disposed of, resulting in the dismissal of 200 workers; or Mercabank and Mr Bruyns could take over the plant and assets of Keepers Hosiery.

They settled for the latter course.

"The workers were of great concern to us," says Mr Bruyns "This was one of the main motivations to keep things afloat."

During the negotiations on the future of the company the Garment Workers Union and the Industrial Council were concerned at the possibility of 200 men losing their jobs, as they could not be absorbed elsewhere in an already overstrained textile market.

STABLE LABOUR

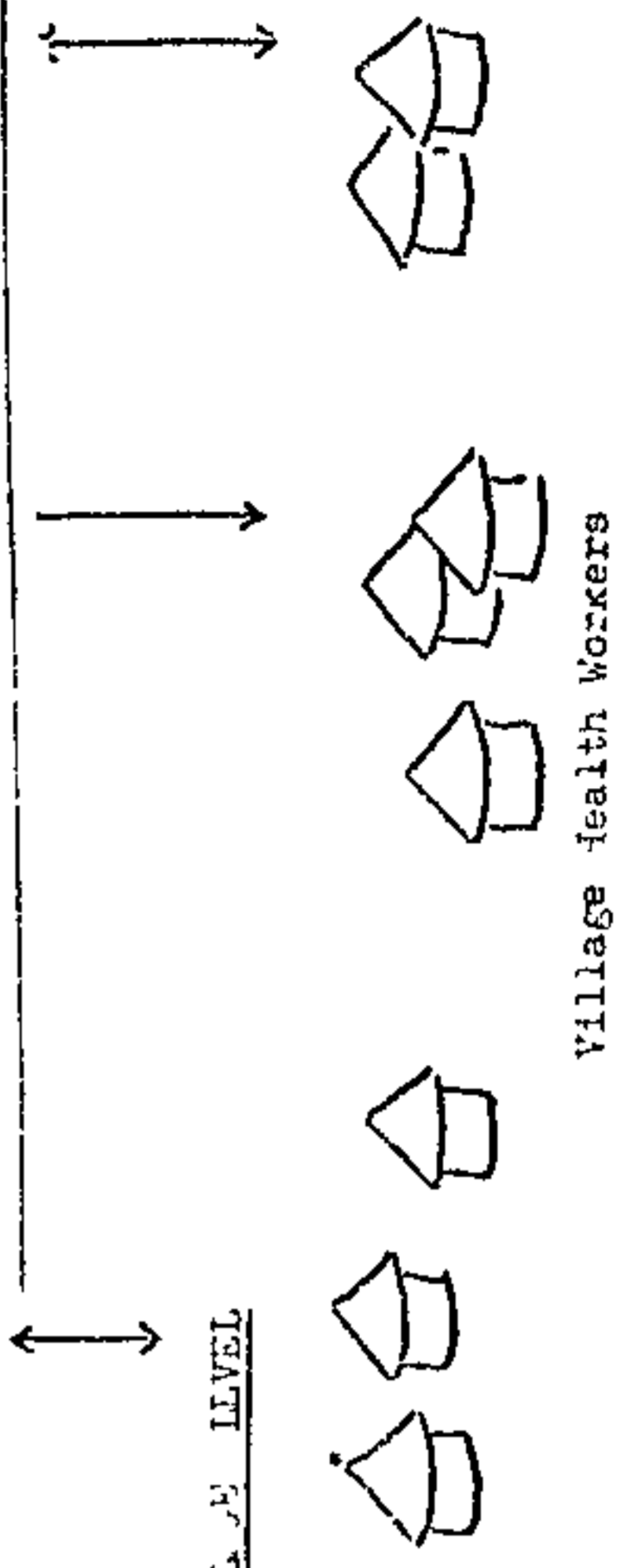
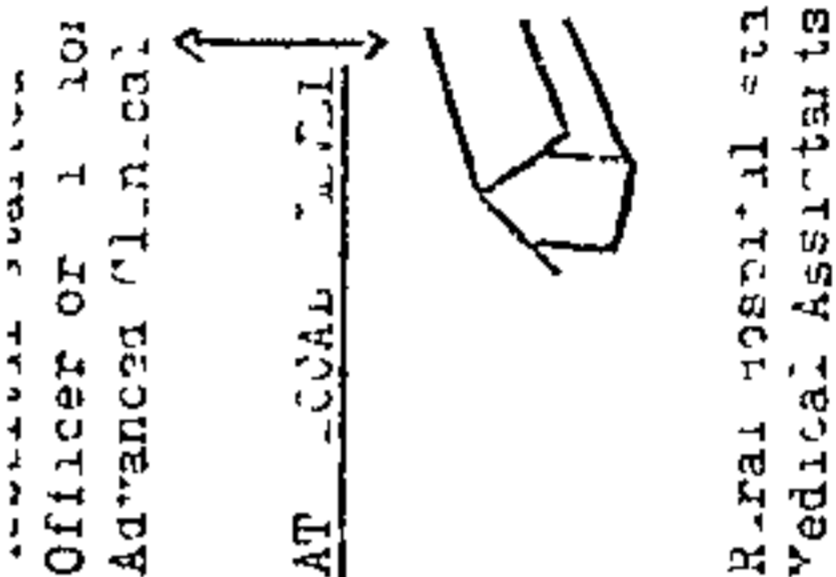
"Now," says Mr Bruyns, "with the new organisation named Eastern Province Textiles we have a completely stable labour force."

"This was evident during the 1980 textile workers' strike in Natal, when our workers, in appreciation, refused to participate."

In the restructured management team, Mr Bruyns is managing director of Eastern Province Textiles, with the rest of the board comprising Dr Ferreira, Mr A W Hofmeyr and Mr K Coetsee all of Mercabank.

Sales and marketing has been streamlined and Mr A Murcia appointed sales and production planning manager.

And one of the big advances for the new company has been the signing of a contract with the local South African franchise holders for the manufacturing of Pierre Cardin hosiery as well as the McGregor franchise.



Workers
at BKB
to earn
20% more

Post Reporter

WORKERS at Boere Kooperatief Beperk (BKB) in Port Elizabeth will earn 20% more from today after negotiations between BKB and the Textile Workers Union. The regional director of the union, a Trade Union Council of South Africa (Tucsa) affiliate, Mr Wesley Beam, said that between 500 and 700 workers at BKB in Port Elizabeth would benefit from the wage agreement, negotiations which started earlier this year.

The new wage agreement will affect BKB workers in East London from August 7.

Mr Beam said that as a result of a meeting between the union and representatives of management at Union Spinning Mills in Port Elizabeth, workers would be paid R21 for overtime work on Sundays. Previously they received R15.

CT 3/7/81
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**Call to
try held
unionists**

PRETORIA — Government action against trade unionists which deprived them of the right of defence was intolerable, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday

Reacting to the detention recently of 11 trade unionists, Mr Grobbelaar, a member of the Wiehahn Commission, said the indefensible system of bannings and detentions without trial was a major reason for the hatred and hostility aimed at South Africa at the recent International Labour Organization conference in Geneva

"If these people are contravening industrial legislation, or any other legislation for that matter, then the Department of Manpower Utilization or other authorities involved must prosecute them"

* A similar plea was made earlier this week by the president of the Federated Chamber of Industries, Mr Chris du Toit, who added that only if those "apprehended" were brought to trial could it be determined whether they were subversives or *bona fide* labour leaders

~~184~~
135

Pay rise for AGWS 4/7/81 9 000 knitters

ABOUT 9 000 workers in Cape Town's knitting industry have been given a 7,5 percent midyear pay rise.

This is the result of an agreement between the Cape Knitting Industry Association, the Cape Clothing Manufacturers' Association and the Garment Workers' Union.

The agreement and higher pay rates are announced in the Government Gazette.

A R2-a-week rise is also to be given to about 400 milliners in the Cape millinery industry.

Workers in clothing factories received a 7,5 percent rise a month ago, applying to workers in Cape Town, George, Malmesbury and Darling.

Tucsa official gets the OK

By STEVEN FRIEDMAN
Labour Reporter

A SENIOR official of the multi-racial Trade Union Council of SA, Mr Robert Botha, can remain a Tucsa official even if he becomes a National Party nominated MP, Tucsa's national executive decided yesterday.

Tucsa's president, Mr Andre Malherbe, said yesterday the executive had decided that Mr Botha's decision to become a candidate for a nominated NP seat was "his personal affair".

Mr Malherbe said this was "the only decision we could take constitutionally". Tucsa's constitution did not prevent office-bearers from belonging to any organisation and the executive was bound by the constitution.

He added that no proposal to change Tucsa's constitution to prohibit office-bearers from belonging to political parties had been tabled for the council's annual conference in September.

It would thus not be possible to change the constitution this year if some Tucsa unions wanted to bar affiliated unionists from holding political office.

Mr Botha, a Tucsa vice-president and general secretary of the Mine Surface Officials Association, has accepted an invitation from "senior" NP members to make himself available as a candidate for a nominated seat in Parliament.

The NP's Transvaal caucus will decide on July 29 whether to nominate Mr Botha to Parliament. His candidacy is believed to have the support of the Minister of Manpower Utilisation, Mr Fanie Botha.

Tucsa's journal, Labour Mirror, predicted that his decision would be "controversial" among Tucsa unions both because some might feel that union officials should not hold political office and because there had been clashes between Tucsa and the NP in the past.

Some sources believe that if nominated Mr Botha could be prevented from holding union office if a draft labour Bill proposing wider clamps on union "political activity" becomes law, but Mr Malherbe disputes this view.

Mr Malherbe said yesterday the Tucsa executive's decision was not even controversial. The only issue was whether Mr Botha continues to hold office in his union and is elected by them as a delegate to our conference.

He had not heard any reaction from Tucsa unions to Mr Botha's decision.

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PLANNING
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(Continued)
SURVEYING
QUANTITY

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'Keep black and white unions apart'

Labour Reporter
 The time is not right for black trade unions to affiliate with long-established white unions
 This is the view of the secretary of the Textile Workers' Union, Mrs Evelyn Seloro, in response to what she feels is pressure on black member unions to affiliate to their white counterparts.
 "When the time is right we will organise white and coloured members,

give them registered status and apply to the Government to expand our registration," Mrs Seloro said
 She said black workers had been largely ignored by white unions until the Government legislated to allow black unions
 Mrs Seloro said she believed strikes were not the answer but came only from "selfish" union officials whose wages were protected.

Student Planners Award
 For the student who has shown greatest promise at the end

URBAN & REGIONAL PLANNING

K Strong
 For the second best student in the subject of Building Construction.

C W von Düring
 For the best student in the subject of Building Construction.
S A Brick Association Prizes

I : N D G Sessions
 II : A R Low Ken
 III: No award
 For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes
 For the student obtaining the highest marks in Professional Practice.
 P R Swift
Cape Chapter of Quantity Surveyors' Prize
 For the student obtaining the highest marks in Professional Practice.
 P R Swift

Bell-John Prize
 For the best all-round student in any year of study.
 P C Key

QUANTITY SURVEYING
 (Continued)

Consumer Reporter

MANY working mothers have 'a terrible life' making suitable arrangements for young children to be looked after, says Mrs Eulalie Stott, chairman of the Council's housing committee.

But it would be too heavy a burden on the rates for the council to provide creches and nursery schools for all children who need them

Mrs Stott suggested firms consider establishing creches and nursery schools as a service to women employees.

She said she was sure that if this were done, as in Eastern European countries, working mothers would be happier, less tired and more productive, and their children would be more likely to grow up well adjusted.

The idea was welcomed by Mr Norman Daniels, national secretary of the Textile Workers' Industrial Union and chairman of the Western Cape branch of the Trades Union Council of South Africa.

HARDSHIPS

He said many of the thousands of working mothers in Cape Town suffered 'grave hardships' through lack of sufficient creches and nursery schools.

Mr Daniels said his union and the Garment Workers' Industrial Union, who have thousands of women members were aware of the importance of creches and contributed money towards some run by Grassroots

But Mr Daniels pointed out that the distances which many women have to travel to work from

Unionist welcomes creches at work idea

Mitchell's Plain and outlying townships would make it difficult for them to bring children to factory creches.

He thought it would be better if firms combine to run creches in residential areas so that children would not have to be 'carted into town' in crowded trains and buses

FAILED

'Women in Eastern Europe, who bring their children to factory creches probably live nearby,' he said

'But many of the working women in Cape Town have been shifted to outlying townships'

An employee of a Matland clothing firm, Teeny Tapes, which ran a creche for two years said it had failed for this reason

'My son went to the creche for two years and it was wonderful for him,' she said 'I was so happy about it because I did not have to worry about him at all while I was at work'

'But many women who work here live on the Cape Flats and simply

could not afford the fares to bring their children to the creche'

August 15/7/81

135 (A98) (97)

Govt warned on inflation measures

RDM 22/7/81 (135)

By GERALD REILLY

For the student obtaining the highest marks in Professional Practice.
P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics II and III in the third, fourth and fifth years respectively.

I : N D G Sessions
II : A R Low Keen
III: No award

S A Brick Association Prize:
For the best student in the subject of Building Construction
C W von Doring

For the second best student subject of Building Construction
K Strong

THE Trade Union Council of South Africa and economists warned the Government yesterday to keep a tight grip on its anti-inflation measures or risk dumping the country back into recession.

Reacting to the 2% increase in the bank rate to 12.5%, the general secretary of Tucsas, Mr Arthur Grobbelaar, and leading economists said the move would inevitably slow down the growth rate and aggravate the country's acute unemployment problem.

The number of black unemployed and under-employed is estimated at more than 1 500 000

Some economists warned that in the short term inflation would be "inflamed" by the increase in the price of money

Mr Grobbelaar said the record bank rate would have "drastic" consequences for employment prospects

In the firing line was the building industry as, coupled with a shortage of building society funds, the expected increase in bond rates is likely to discourage borrowing

"Higher unemployment is not a risk associated with the new bank rate - it is a certain-

"The dilemma is to find an acceptable, tolerable inflation rate that we can live with and at which employment levels will be maintained"

Barclays Bank's chief economist, Dr Johan Cloete, said that when monetary devices were used as economic weapons to fight inflation the effect was to reduce spending and the tempo of business activity

The danger was that if the policy was pressed too far recessionary conditions could be induced

Illusions

"You can't have your cake and eat it. If the aim is to reduce inflation then you must accept a slide in the growth rate"

The British Prime Minister, Mrs Margaret Thatcher, had persisted with her monetary policies and reduced inflation, but at a high cost, Dr Cloete said

The British economy was probably at its lowest ebb since the end of the Second World War and unemployment was moving towards the 8 million mark

"That's another risk you have to accept when you try to fight inflation with monetary weapons - greater unemployment"

Dr Cloete said there should

Jobless rate could worsen - Tucsas

be no illusions. If you reduced inflation by monetary policies you reduce economic growth at the same time

In short, he said, if more has to be paid for money, the volume of buying is eventually reduced; if the volume of buying is reduced factory orders fall off, production is inhibited and workers have to be laid off

The chief economist of the Bureau for Economic Research at the University of Stellenbosch, Dr O D J Stuart, said in the short term the high bank rate would push up prices

More expensive money would compel borrowers in commerce and industry to pass on the additional costs to consumers and this would inflame inflation

Consumer spending will be dampened and this will obviously mean a brake on growth, he said

But in the longer term the higher rate would mop up excessive liquidity - a problem which had dogged the economy for the past 12 months

In the longer term, too, the move would be deflationary, he said

Side effects

The Progressive Federal Party's spokesman on finance, Mr Harry Schwarz, said the steep rise in the bank rate would raise living costs across a broad front

Mr Schwarz disagreed with the president of the South African Reserve Bank, Dr Gerard de Kock, who claimed the small man would not be affected

The small man will decidedly be affected when the higher costs of money are passed down the line to the consumer, Mr Schwarz maintained

It was clear South Africa was in for a bout of high interest rates in most areas of the economy

More expensive money would mean more expensive goods and services. Where money had to be borrowed by commerce and industry, and by the public authorities, the higher rates would be passed on to consumers

The increase in the money supply was so serious the Government had been compelled to take stern action, he said

If they had taken the appropriate measures a year ago, the medicine being applied, now need not have been so drastic

UNION MERGERS

135

No easy road

FM 24/7/81

Efforts to create multiracial trade unions have been stepped up as government moves towards adopting legislation allowing unions to embrace members of all races. Many unions which have in the past been prevented by government from being multiracial now face two alternatives. They can agree to amalgamate with unions which have members of other races, or they can simply open their doors to all races.

Trade Union Council of SA (Tucsa) general secretary Arthur Grobbelaar tells the FM that many unions are now moving towards multiracial membership. Several, including unions in the leather, textile, engineering and motor industries, have applied for this status.

A decision by a union to open its doors to all can be traumatic. Some white members of the Artisan Staff Association were deeply angered when their union took this step earlier this year, although there are signs that emotions have now subsided.

Amalgamation can be a more difficult process — even when the unions involved have for a long time kept closely in touch with each other. A case in point is the attempt to amalgamate the (white and coloured) Garment Workers' Union with

Sasbo's general secretary Andre Malherbe says it is extremely difficult to motivate thousands of people to take part in such a poll. "Actually the 32% response

the (black) National Union of Clothing Workers. These have worked together as sister unions since being forced into racially separate unions by the government

is quite good. We know how apathetic people are to responding to requests by mail. Quite often the response is below 1%."

in the Fifties. They operate in a federation which was instituted last year. Both unions have agreed in principle to amalgamation and discussions to bring this about are being held between the unions' executives.

However, despite this long history of cooperation, it appears that a great deal of negotiation will be needed before the unions finally merge. The black unionists believe that amalgamation will benefit them, but are proceeding very cautiously. Garment Workers' Union president Anna Scheepers says the whole matter is very delicate. Grobbelaar agrees. "It is natural for certain people to wonder what their position will be."

Another problem facing unions wanting to merge can be the task of marshalling enough support from members. There are strong indications that most members of the (white) SA Society of Post-Office Employees (Sasbo) are in favour of a multiracial union. This would face the amalgamation with the National Union of Bank Employees of SA (Nubesa), which has coloured and African members, and the SA Bank Employees' Union, which has an all-black membership.

However, in terms of a clause in Sasbo's constitution, more than half of its 22 000 members have to cast votes in any ballot on the issue. A ballot was held in May, but less than 8 000 members voted.

He is optimistic that a second ballot, which will be held soon, will enable Sasbo to comply with the "technicality" in its constitution.

CLINIC COMMITTEE.

In 1977 a clinic committee was established at Ipoti in Umhlaba which has since been closed down. The problems in setting up and the reasons why it was closed down are typical. For the short period that it existed, the functions of the committee were as follows:

a) To advertise the clinic by going to families with sick people and convincing them that the clinic would help them. (Apparently within a few months more people understood about the clinic, and were coming than ever before.)

b) Let the nurses know the people's needs.

c) Let the nurses had problems at the clinic to do with

TS/28/7/8
Tucsa now
has 370 000
members (135)

Labour Reporter

The Trade Union Council of South Africa (Tucsa) has the largest number of affiliated union members in South Africa, according to a statement.

In the last nine months the federation's membership has grown almost a third, says a report in the July 24 issue of the Government Worker

Tucsa's total membership is about 370 000 including members of the Artisan Staff Association, which is in the process of affiliating.

The members' racial breakdown is: 209 000 coloureds, and Indians, 97 000 whites, and 63 000 blacks, the report says.

It concludes that black membership of Tucsa affiliated unions is greater than the combined membership of the Council of Unions of South Africa (Cusa), the Federation of South African Trade Unions (Fosatu), and the South African Allied Workers Union (Saawu)

to outlying areas to visit urgent cases.

111) To pay the clinic fee of 20c for really destitute people.

112) To give milk powder on credit to really destitute people.

e) The committee also fulfilled a social function. For example, two sisters were fighting and the one bit off her sister's lip and punctured her ear-drum. This girl then walked several miles to the clinic by herself and then collapsed. The mother who had witnessed the fight, did not help the younger child to get to the clinic, the fight had been caused by the husband of the older sister raping the younger sister. The area is far from the police and nobody would have interfered. However the clinic committee

• / ...

called a "trial" where they fined the mother and the rapist, and said that if they did not accept this they would send somebody into town to report them to the police.

Once it was established then, the clinic committee functioned successfully, committee members took their jobs seriously and there were regular meetings.

However there was hardly any response when the idea was first mentioned. In January 1977 the two clinic sisters started to "ask the community" for a committee. Nothing happened so they asked the chief to call a general meeting of the population. At the meeting the idea was discussed but since some of the seven sub-headmen did not attend they could not go ahead with electing representatives from the different areas. Therefore it was organised that each sub-headman bring up the issue of the clinic committee in his area and that 3 members be elected from each area. This did not work either until one of the clinic sisters went to each area on the election day to motivate the issue. An appeal for donations went out but hardly any money was received. The chief then levied a 20c charge on each family. They raised R68.00 by this method. Through buying and selling vegetables and getting milk powder and soup from kupugani on credit the committee managed to increase this money. They hired someone to hawk food and also to do other duties. Her hawking activities more than covered her salary of R1.00 a day.

The hospital has said that the clinic committee must disband because the magistrate and matron were not on the committee (there is a circular which says they should be on all clinic committees) and also because food was being sold from the clinic. This too is against regulations. It seems however that the real reason has to do with jealousy of the sister who started the committee and power politics in the hospital hierarchy.

When the hospital's decision was made public, a series of meetings was held in each area and the decision was taken to call the committee "The Area Health Committee" as opposed to "Clinic Committee" and that it should be answerable to the Tribal Authorities.

Union hits at debt terror

C. Herald 8/8/81

124 135

Improved quality control due to the consideration of quality factors, and their incorporation in the most effective manner for maximum control and minimum costs.

Improved material handling due to better location of equipment, reduced handling distances, and better co-ordination of the entire handling activity. The application of the principle of standardisation to material handling reduces the variety of handling units and equipment, permitting greater flexibility without sacrificing efficiency. Standardisation may reduce the investment required for material handling.

Reduced equipment investment through planned machine balance and location, minimum load handling distances, and a resulting reduction in idle or partially loaded units in the production areas. This reduction of equipment investment applies to equipment, material handling equipment, and office machines.

As a result of the location of equipment and the development of up-to-date job assignments leading to full utilisation of

Through the proper design of individual operations, balancing, the layout of equipment, the layout of the process to

on and office personnel

for employee convenience

eat and ventilation, noise, rest rooms, locker rooms, ice idle time.

design of new utility capacity for future re-

services (lavatories, the auxiliary department cafeteria, dispensary, a

TWO debt collecting firms operating in the Cape Peninsula have been accused of using terror and deception by the Garment Workers Union of the Western Province.

Last month in its own newspaper *Clothes*, the union gave extensive coverage to the activities of two debt collecting companies, Steven Robert and Associates in Goodwood and Bessinger and Partners in Parow.

Members of the union have fallen foul of these concerns. According to an article in *Clothes* the following system in operation:

A debt collecting firm goes to various companies and offers to buy their uncollected debts at some low figure say 10 percent of their nominal value.

Thus if a worker owes firm G R100 they offer to pay the firm R10 and they collect the balance for themselves.

Firm G believing that R10 in cash is better than struggling to collect R100, agrees.

Then the debt collector is tough not only for the full amount now owing but also for any collecting fees they care to charge for their own services to themselves.

In one case Steven Robert and Associates sent an official-looking document to a machinist on July 15 demanding payment of R372 about R200 more than she owed.

It gave every impression of coming from a firm of attorneys without actually saying so. It contained several threats one of which was that the client was liable to imprisonment of 90 days.

The notice demanded payment by 9 am the following morning.

The manageress at Steven Robert, Mrs Dawn Julie, said the *Clothes* Lane story was being investigated.

When the investigation was completed she would be in touch. Until such time she had no comment to make.

Another case highlighted concerns Bessinger and Partners. This company sends out notices containing, among other things, the words **SUMMONS** and **WARRANT OF ARREST** in bold capital letters.

When developing the plan this end there are a number of factors to be considered: the auxiliary department, the cafeteria, dispensary, a

THE BASIS OF

1	Improved quality control due to the consideration of quality factors, and their incorporation in the most effective manner for maximum control and minimum costs.
2	Improved material handling due to better location of equipment, reduced handling distances, and better co-ordination of the entire handling activity. The application of the principle of standardisation to material handling reduces the variety of handling units and equipment, permitting greater flexibility without sacrificing efficiency. Standardisation may reduce the investment required for material handling.
3	Reduced equipment investment through planned machine balance and location, minimum load handling distances, and a resulting reduction in idle or partially loaded units in the production areas. This reduction of equipment investment applies to equipment, material handling equipment, and office machines.
4	As a result of the location of equipment and the development of up-to-date job assignments leading to full utilisation of
5	Through the proper design of individual operations, balancing, the layout of equipment, the layout of the process to
6	on and office personnel
7	for employee convenience
8	eat and ventilation, noise, rest rooms, locker rooms, ice idle time.
9	design of new utility capacity for future re-
10	services (lavatories, the auxiliary department cafeteria, dispensary, a

Paper mill strikers go back to work

132
1944
135

Mail Reporter

MOST of the black workers who went on strike last week over a pay dispute at Barlow Rand Paper and Packaging Industry at Rosslyn, near Pretoria, returned to work yesterday

According to the firm's spokesman, Mr A F Bannister, 60% of the morning and afternoon shiftworkers who went on strike last Tuesday had returned to work and he expected 90% of the workforce to arrive today

Workers downed tools when the management and the

works' council failed to reach an agreement over a R1 an hour increase demanded by the workers

According to one employee, who refused to be named, strikers agreed to report to the factory today to find out if the management was willing to grant their demand

But early yesterday, some of the strikers were seen waiting at the factory gates. They were allowed to move into the factory one at a time

Policemen were at the factory when the employees left but there were no incidents

Mr Bannister said no discussions were held between the management and the strikers who returned to work

He said all employees who returned asked to be allowed to work

A spokesman for the South African Typographical Union (Satu) said in Pretoria his union did not back the strikers because the union did not believe in strikes as a way of solving disputes

He said he believed the strikes were instigated by political activists

Not satisfied

The spokesman said the parties were brought together to negotiate the pay dispute after 500 workers went on strike

The workers were not satisfied with the agreement and, in particular, the fact that they would not receive any pay for the days they had been on strike

Negotiations would start when conditions at the factory returned to normal

Unions Urge:

Freeze Prices

S-Times 30/8/81

135

IN a concerted nationwide effort aimed at spiking South Africa's inflation ogre, the country's trade-union movement is to urge Pretoria to introduce voluntary price restraint.

The Federated Consultative Council of Railway Unions (FCCRU), with 97 400 members, has already made top-level representations at Ministerial level — representations which, Business Times learns, have been favourably received.

This week the FCCRU is to make a formal approach to the Prime Minister, Mr P. W. Botha, to request the Government to call a summit meeting of leading businessmen with a view to an agreement on price constraint.

It will be the first major effort to involve private-sector support in a new, concerted drive against inflation, which is forecast to be at least 14,5% for 1981.

The idea of a meeting to call for price restraint was first

Thus I am fully behind a new and growing school of sceptics who are asking: are there really free markets in South Africa?

COMMENT October 1979

mooted — and the new plan was sparked — by Business Times editor Stephen Orpen, who wrote in a comment column in October 1979 "The true reason for rising inflation in South Africa is not simply cost push, but the way the country's oligopolistic business sector is able to keep lifting prices regardless of the volume of demand.

"Of the 40 key industries in the country, virtually all are

Inflation: blame the oligopolists

IN THE Land of Ecology, there arose certain highly active men who won the hearts of the business sector and...

HEADLINE... Business Times In October 1979

more or less oligopolistic, and can set prices by more or less firm agreement.

"Pretoria needs to call together the chiefs in each of these industries and win their co-operation in a programme of price constraint.

"Even if only 20% (the most important 20% on the 80/20 principle) play ball, it will make a hefty contribution to holding down inflation."

The secretary of the FCCRU, Johan Benade, says that the council intends to organise a campaign with two objects

• To reach agreement with key industry and commerce leaders to hold prices

• To achieve unity in the country's trade-union movement in the drive against inflation

"In the past few years employees, and particularly those in the public sector, have been

What is the use of the growth doctrine if the rate of inflation keeps rising and none of the usual remedies are working?

COMMENT, October 1979

obliged to accept an arbitrary wage hike below the inflation rate. In effect, we have already been exercising wage restraint."

Dr Johan van Zyl, executive director of the Federated Chamber of Industries (FCI), comments that price restraint could be a useful additional weapon against inflation. "It would not kill the beast but could lop off some of its arms."

Mr Benade says that the FCCRU has contacted other leading union bodies, including Tucsa (Trade Union Council of South Africa) and the South African Confederation of Labour, to enlist their backing and has received a "positive response".

Arthur Grobbelaar, general secretary of Tucsa, told Business Times "The idea is certainly worth supporting."

He adds that, after a conference on inflation held in March by the Minister of Finance, Owen Horwood, and the recent Budget speech, the Government is openly shouldering

Go to Page 3

Price-freeze call

S-Times 30/8/81

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From Page 1

much of the blame for the high inflation rate and is doing what it can on its part to slow the inflation rate.

"It's now up to entrepreneurial interests to pull their weight as well," he says.

"Have no illusions. In many areas, especially wholesaling and retailing, the public is being ripped off. Production costs bear no relationship to consum-

er prices.

"Many employers obviously don't give a damn about inflation. They just raise their prices according to a fixed mark-up."

Clearly, however, many were left disillusioned by the previous wage and price agreement during the anti-inflation campaign of the mid-70s.

According to Mr Grobbelaar, the unions were "taken for a

ride" by employers who failed to stick to their side of the bargain.

"We would have to see a tangible demonstration of sincerity — a price freeze for three to six months — before we would consider a reciprocal wage agreement."

Dr Van Zyl says that if it is being suggested that private interests should do their bit against inflation — as was hinted at in Mr Horwood's Budget speech — this would be a good idea.

"This is something worth thinking about and would certainly not just be rejected out of hand by employers. But the unions should realise that any price restraint implies that there must be wage restraint."

He adds that a reduction of price increases in the pipeline should slow the time lag before other measures such as monetary policy and tighter public-sector spending take effect.

This would improve prospects of a slowdown in the inflation rate in the first half of 1982 — which looks unlikely to be achieved at all this year.

Mixed unions clash looms

RDM 1/9/81

135

By STEVEN FRIEDMAN

IN AN unprecedented move, a black union affiliated to the multiracial Trade Union Council of SA wants Tucsa to oppose the formation of mixed unions "without necessary checks and guarantees for the rights of blacks"

The Textile Workers' Union (Transvaal) will propose a resolution to this effect at Tucsa's coming annual conference in East London from September 14

The resolution may spark a clash at the conference, as it implies criticism of those non-black Tucsa unions that have opened their doors to blacks

Tucsa initially supported the idea that non-black unions should organise separate "parallel" unions for black workers

Since unions with black members were allowed official bargaining rights however, many Tucsa unions have preferred to absorb black workers into existing registered unions

The resolution appears to express a fear that this will lead to these unions being "con-

trolled" by the non-black unionists

It asks the conference to resolve that "it would be wrong and inexpedient to institute mixed unions at this stage, without necessary checks and guarantees for the rights of blacks"

Black unionists have charged repeatedly that many of the mixed unions formed by established unions are designed to control black workers and that these workers are not given an adequate say in the running of the unions — charges that organisations like Tucsa sharply dispute

Open doors

However, this criticism is rarely voiced by blacks within Tucsa and the resolution is therefore likely to be watched closely by rival unions

Recent figures released by the Government show 51 established registered unions have been granted permission to open their doors to all races

Many of these unions are affiliated to Tucsa.

The figures do not indicate however, how many of the unions applied for or received completely nonracial status, nor how many received permission to become mixed only if their executives excluded blacks and they maintained racially separate branches

A recently-scraped clause of the Industrial Conciliation Act provided for unions to be given multiracial status subject to these conditions

Diamond

Star 1/9/81

UNION WINS

135

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215

5-year row

By Drew Forrest

The position of qualified white workers in the diamond cutting industry has been strengthened and a major blow has been dealt to the industry's employers by a judgment given in the Industrial Court.

Ruling on an application by the all-white South African Diamond Workers Union, the court concluded last week that the employer body, the Master Diamond Cutters Association, had committed an unfair labour practice against qualified workers in the industry.

The unfair labour practice suit, heard on June 18 and 19, represents the climax to a five-year dispute between the employers and one of the toughest and most tenacious of the white unions.

AGREED

After an 11-week work-stoppage in 1976 the union agreed to allow unqualified workers mainly coloured to cut small stones of under 1.19 carats in the rough state.

In return the employers undertook not to dismiss white journeymen and to pay them while on "short time" for a maximum of 40 days a year.

The demarcation size, which is renegotiated annually, was increased to 1.69 carats by the Industrial Tribunal in 1979.

In last week's judgment the court drastically reduced the gem-size which

may be polished by unqualified workers to 1.19 carats in the rough state, effective from October this year.

RECESSION

Employers stress that the new demarcation size will have little immediate effect as the industry is in recession but if business picks up, they say, it will mean greatly increased labour costs.

The court also ruled:

- That the retrenchment of four white journeyman diamond cutters earlier this year was contrary to the 1977 agreement, and was an unfair labour practice.

(In April, the union successfully applied to the Minister of Manpower for a "status quo" order reinstating the men, pending the outcome of the court case).

- That journeymen past retirement age were still protected by the agreement and could not be retrenched.

WELCOMED

A spokesman for the employers said today that the judgment "was not in the best interests of the industry's employees, both white and non-white".

The court ruling was welcomed by the union's general secretary, Mr Robin Rich, who said that qualified workers, the "backbone of the workforce," had been "progressively white-anted out of the industry by short-time and dismissal."

Star 2/10/51 #135
The National Union of
Clothing Workers, a Tucsia
affiliate, is holding its an-
nual meeting tomorrow at
the Johannesburg City
Hall

Issues expected to be
raised include recent pro-
posed legislation on pen-
sion and provident funds

SAR may soon agree to black apprentices

RDM 3/9/81
Mail Correspondent

SOUTH African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks.

Conservative white trade unions, which have so far refused to train black apprentices, say they will give the go-ahead after the Government's concession that the national service of white apprentices could be deferred.

The unions previously argued that black apprentices would be favoured as they did not have to do national service. With the granting of the concession, white ap-

Mr Wessel Borman, general secretary of the South African

Confederation of Labour, to which many conservative unions are affiliated, said yesterday he did not know of one trade union which would continue to refuse to train black apprentices.

Delighted

He said that in the past the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service, and he was "delighted" at the concession. Mr Arthur Grobelaar, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away.

The recent Government White Paper on the fifth Wiefahn Commission Report stated that no applications to register black apprentices had been refused.

The chief secretary of the Artisan Staff Association, Mr C P Grobler, said his union would probably reach agreement with railways' management on the issue in the next two to three weeks.

Military situation

He said the Government concession would not mean "holus-bolus deferment" of national service for white apprentices.

Military situation

He said the Government concession would not mean "holus-bolus deferment" of national service for white apprentices. Application would still have to be made, while much depended on the country's military situation.

In his association's deliberations with management, two principles were spelt out. The first was that black and coloured apprenticeship applicants should not be preferred to white applicants. "We insisted that whites should not be discriminated against because they have a white skin," he said.

The second principle was that white apprentices should not be penalised regarding salary and promotion because of their national service.

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship.

Resolved

He had "good hopes" that the issues would be resolved soon.

But while the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before.

Mr Arrie Paulus, general secretary of the small but powerful Mine Workers Union, said that apprentices should be trained "in their own countries".

Asked whether his union would take a hard line on the training black miners, he declined to comment.

Tucsa gears up

FM 4/9/81

Some of the thorniest issues in industrial relations in SA will be debated at the annual congress of the Trade Union Council of SA (Tucsa) in East London this month. On the agenda are resolutions dealing with the industrial council (IC)

be maintained. The resolution deplores those trade unions and employers who seek to bypass the system and says that piecemeal and leap-frogging agreements promoted outside the tested system of collective bargaining can lead only to a chaotic situation.

This resolution reflects traditional Tucsa thinking — as opposed to the view of the independent black union movement which has rejected the IC system. It says the system is biased in favour of employers, is restrictive and removes the bargaining process too far from the shopfloor.

The SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, a prominent Tucsa affiliate, has submitted a resolution calling for an investigation into the implications of recognition agreements and whether the IC system should be extended, modified or scrapped.

Senior Tucsa officials, including general secretary Arthur Grobbelaar, insist that the Boilermakers' resolution does not represent an effort to get Tucsa to break away from the IC system. Sources say the Boilermakers are strongly in favour of the system, but want to encourage debate about some aspects of it. Grobbelaar makes it clear that he is not opposed to debate about this and other contentious issues.

A vigorous debate is likely to be pro-

voked by a black union, the Textile Workers Union (Transvaal) which has proposed that it would be wrong and unexpedient to institute mixed unions at this stage without necessary checks and guarantees for blacks.

Blacks' fears

In the face of government's disapproval of mixed unions in the past, Tucsa supported the concept of parallel unions for black workers. However, now that blacks are allowed official bargaining rights, many Tucsa unions are showing willingness to opt for mixed unions.

The Textile Workers' resolution reflects the very real fears of black unionists that they will be dominated by union leaders of other races in mixed unions. Tucsa has, in the past, disputed black unionists' claims that many of the mixed unions formed by established unions have resulted in black workers not having an adequate say in the unions' affairs.

An indication of Tucsa's alarm at the activities of rival unions comes in the form of a resolution from the organisation's national executive committee. It expresses "extreme and urgent concern at the alarming degree of intimidation of workers which is taking place in certain areas of SA. This intimidation is discrediting trade unionism in the eyes of both the community and the workers," says the

system recognition agreements between unions and individual employers, and the possible need for checks and guarantees for the rights of blacks in multiracial trade unions.

Tucsa's national executive committee has placed on the agenda a resolution reaffirming strong support for the IC system which provides a stable forum within which industrial peace and progress can

resolution

A resolution submitted by the Johannesburg Municipal Combined Employees Union demands the establishment of a unitary and integrated system of education operated by one Ministry of Education, the rapid equalisation of expenditure among different race groups, and the immediate lifting of race bars at schools, universities and technikons. The resolution calls for a re-evaluation of school and university curriculae to weed out racism and improve their relevance to the changing needs of SA.

Grobbelaar says he expects sharp differences of opinion on some issues at the congress. But this is not necessarily a bad thing and should be expected in such a large organisation, he adds.

Black unionist is pitching for SA in Australia

Own Correspondent

BRISBANE. — The Deputy Vice-President of the black-led Trade Union Council of South Africa, Mrs Lucy Mvubelo, has appealed to Australia not to seek the isolation of the Republic from the world community.

Mrs Mvubelo is in Australia as a guest of the Australia-South Africa Association, an organisation of local businessmen who want to strengthen trade ties with South Africa.

The association's secretary, Mr Allan Dexter, a public relations consultant whose clients include South African Airways and the South African Broadcasting Corporation, interrupted a stormy Press conference in Sydney at the weekend to assure journalists "Lucy is not an Aunty Tom."

Mrs Mvubelo (61) said she was "not a puppet of the South African Government"

She said that if called upon at the United Nations to impose sanctions on South Africa as a result of its activities of Angola, Australia should not do so.

Australian firms, she said, should not withdraw from South Africa. "That would be unfair to the black man who has nothing else to do but sell his labour"

NO NAMES

Mr Dexter said his association had brought Mrs Mvubelo to Australia "because we feel the Australian Government's attitude is detrimental to our business interests in South Africa."

The association's chairman, Mr Harold Murphy, who described himself as a rug importer, said about 60 Australian companies with business connections in South Africa had joined the organisation in the past four years.

below. The distributions of one another.

Union leader deplors gag by Australians

STON 10/9/81

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Labour Reporter
There has been a mixed reaction from South African trade unionists to the refusal of the Australian Council of Trade Unions this week to allow the textile workers' leader, Mrs Lucy Mvubelo, to attend their congress. Mrs Mvubelo, the general secretary of the National Union of Clothing Workers, a Tusca-affiliate, was turned away from the council's congress in Sydney on Monday. She had been invited to Australia by the Australian-South African Association, a business group which promotes economic links between the two countries. While in Australia Mrs Mvubelo has spoken out against disinvestment because of its effects on the black labour force. She has taken this public stand before overseas, most recently in the United States. Because of this position she has been labelled by critics a stooge and puppet of the South African Government.

rival SA Laundry, Dry-Cleaning and Dyeing Workers Union, a Cusa-affiliate, Mrs Agnes Molefe, said that despite what people felt about Mrs Mvubelo she should have at least been allowed to air her views at the congress. "Trade unions are democratic bodies and people should be allowed to speak their feelings," Mrs Molefe said. A spokesman for the National Union of Textile Workers, a Fosatu affiliate, said that when people like Mrs Mvubelo went abroad and spoke against disinvestment it was inevitable that they would be branded as stooges. "Unions in this country are going to be judged by their actions and many of the Tusca unions are found wanting," the spokesman said. Mrs Mvubelo's statements have been used in media campaigns to combat anti-investment appeals in the United States and other countries.

10. Find the EUPI. What action?

4. The Putter Bakery Company special carried on 6 days a week from 5 A M day is eaten by the employees or dest in lots of 200 dozen. After considerab ing estimates the following probab

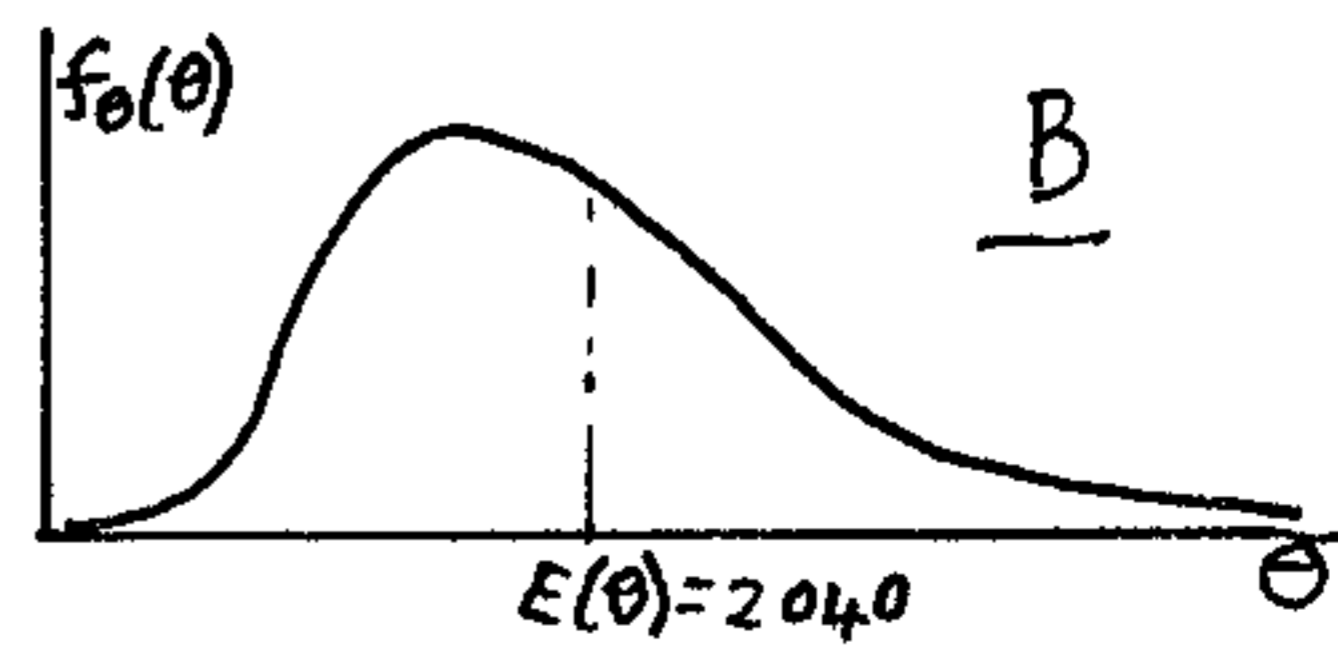
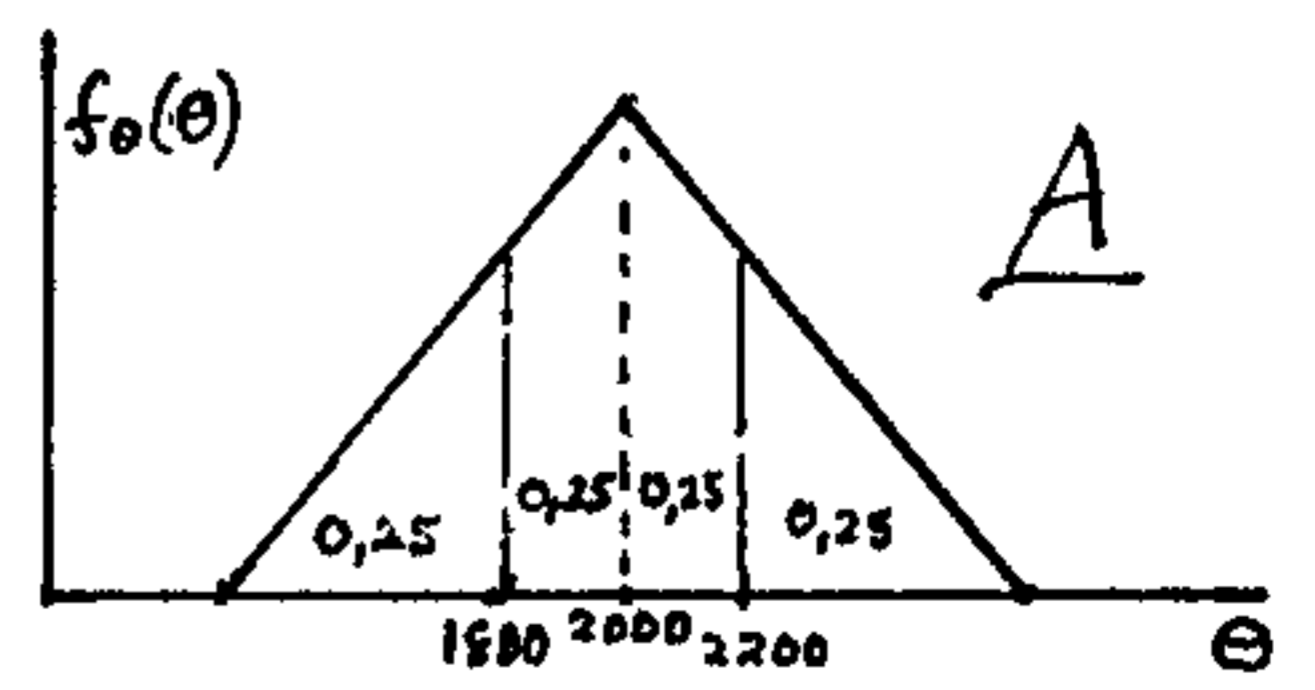
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Doughnuts are sold to retail bakers. The secretary of the cost per lot is estimated by the company cost accountant at \$60.00. Assume that decisions are made on the basis of expected monetary values

- Set up an opportunity-loss matrix
- What is the minimax loss solution? The solution using the Bayesian decision criterion?
- What is the most that they would be willing to pay to know exactly what demand will be on a given day?
- Suppose that the company is not now producing these doughnuts but that it is considering doing so. If the necessary equipment will cost \$1,000 dollars to rent per week, should they go into the square doughnut business? (Ignore all other costs except those discussed so far)

5. The United Machine and Foundry Company is considering the purchase of a sharpening machine which will obviate a good deal of expensive labor. The machine costs \$11,400, has a life of 1 year, and can be sold for \$1,000 net of disposal costs at that time. The production vice president estimates that each labor hour saved is worth \$5 (the incremental labor cost per hour) and that he expects to save 2,000 labor hours over the year. After some questioning, the vice president informs his management to say that he is 50 percent sure that the labor hours saved will exceed 1,800 hours, but that there is also a 50-50 chance the number of hours saved could be less than 1,800 or more than 2,200

- Assuming that the production vice president's figures are accurate and that a normal density function can be used to describe his subjective feelings about the probabilities of the various labor savings, should the machine be purchased?
- Should a sample that would cost \$500 be taken to provide more information before a final choice is made?
- Suppose a density function of the form shown in i) A; ii) B were relevant to θ . How would this change the decision in part a)?



Tucsa to take strong stand

By Tony Davis,
Labour Reporter
When the Trade Union Council of South Africa (Tucsa) holds its annual general meeting in East London next week the union federation is expected to adopt another hardline position against unregistered black trade unions.

At last year's conference criticisms were voiced about black unions being dominated by white academics, unions resorting to strike tactics, unions being in the receipt of "foreign paymasters" and unions which did not restrict themselves to one industry.

There are fears within Tucsa's ranks that the trends towards non-racial and "general" unions are eating away the federation's membership.

Tucsa comes to the 1981 AGM boasting a federation of 61 unions with a combined membership of nearly 370 000 workers.



Tucsa's general secretary, Mr Arthur Grobbelaar, taking a hard look at unregistered unions.

Tucsa's national executive committee (NEC) took a close look at recent labour unrest and viewed with distrust new unions who resort to the "strike weapon" and question their experience in union matters.

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A number of resolu-
tions being made at
the week-long con-
ference by the NEC
are seen to be directed
against unregistered
black unions.

One resolution which
deals with industrial
councils says the NEC
deplores certain unions
and employer bodies
which try to by-pass
and discredit the coun-
cils by not availing
themselves of the sys-
tem.

Another NEC resolu-
tion looks at intimidat-
ion of workers "by
some trade unions and
worker organisations."

Referring to
pension-related indus-
trial unrest this year,
one NEC resolution
"condemns" organisa-
tions for instituting
wild-cat strikes over
pension issues. Criti-
cism is levelled at em-
ployers and the
Government in the re-
solution

The NEC urges the
Government to im-
plement reforms pro-
posed in the Wiehahn
Commission recommen-
dations and to make
public reports which
still have yet to be
released.

The Government is
called on to maintain a
"rapid tempo" in its
legislative programme
in removing all aspects
of race discrimination.

INTERESTS

Within the Tucsa
federation there is a
wide range of union
interests and some of
these are reflected in
the resolutions.

The SA Boilermakers
Society calls for inves-
tigations into recogni-
tion agreements, in-
company worker bodies
and maintaining links
with other union feder-
ations such as Fosatu
and Cusa.

Both the Textile
Workers Union (Tvl)
and the Johannesburg
Municipal Combined
Employees Union call
on the Government to
repeal the Group Areas
Act. The Garment
Workers Union calls
on homelands to recog-
nise and give statutory
rights to trade unions.

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10/9/81



"STOOGES": Lucy Mvubelo has been subjected to criticism from all quarters in Australia.

Trade unionists shun Lucy

SOUTH AFRICAN black union leader, Mrs Lucy Mvubelo, put on her best dress and prepared herself to share the stage and the limelight as an official guest at the congress of the Australian Council of Trade Unions being held in Sydney this week.

A few hours later she was back in her hotel room in tears — unwanted by the congress delegates who withdrew their invitation to her and unwilling to run the gauntlet of anti-apartheid demonstrators awaiting her outside the congress hall in the Sydney town hall.

Mrs Mvubelo is vice-president of the Trade Union Council of South Africa. She was invited to Australia by the Australia-South Africa Association, a group of Australian businessmen anxious to foster greater trade

links between the two countries.

The ACTU revoked the invitation to her to attend the congress after she had been subjected to media criticism and complaints from Australian unionists and expatriate black South Africans who described her as "a stooge of the South African government".

The ACTU said she could still attend the congress as a visitor sitting in the public gallery, but any official recognition was out of the question.

She arrived at the town hall after a series of radio and television interviews. Officials of the NSW Trades and Labour Council met her outside, so did the demonstrators.

A particular confrontation began between Mrs Mvubelo and a young black South African woman who shouted "Why are you al-

lowed to travel the world when real black union leaders are put in jail?"

Meanwhile Australian trade unionists have decided to boycott all trade between Australia and South Africa for a week in protest against the mass arrests of black trade unionists, ACTU announced yesterday.

Australian Foreign Minister Tony Street has also cancelled a meeting with Mrs Mvubelo.

A spokesman for the Minister said the agreement to meet her had been withdrawn.

Mrs Mvubelo, who is described by the South African Embassy in Canberra as a moderate, today urged the Australian union movement to protest in the strongest possible way because, she said, South Africans had been promised trade union freedom.

Tucsa clash expected on issue of mixed unions

By SANDRA SMITH

A CLASH is expected at the conference of the Trade Union Council of South Africa over a resolution opposing the formation of mixed unions "without the necessary checks and guarantees for the rights of blacks".

It has been proposed by the Textile Workers' Union of the Transvaal and is on the agenda for discussion by Tucsa in East London next week

Divisions are also possible on two key issues — those of the industrial council system and the recognition of agreements negotiated between unions and individual employers

A leading Tucsa affiliate, the SA Boilermakers' Society, has submitted a resolution calling for an investigation into whether the industrial council system should be extended, modified or done away with.

It will also ask that the "implications" of agreements between individual unions and employers be investigated

The president of Tucsa, Mr André Malherbe, asked today whether he foresaw major Tucsa policy changes resulting from the conference, said "Tucsa's policies have remained fairly stable and constant for the past 25 years, and I don't see any major changes occurring

"We were the original multi-racial labour organisation in the country, and I think we're on the right track"

The boilermakers' resolution was not an indication of possible division within Tucsa, but was "designed to improve the system", he said

"The problem is with their call for an investigation into the industrial council system — research can be very expensive"

Referring to the resolution submitted by the Garment Workers' Union on safeguarding the rights of black workers in mixed unions, he thought the resolution was "clumsily worded", Mr Malherbe said

"What they are really getting at is the protection of minority groups within trade unions

"When unions amalgamate, it is often the bigger one that is white and the smaller that is black

"The Garment Workers want to get a provision into the constitution so that people coming into a union don't lose their identity"

Mr Malherbe said he had known "the people involved" for many years, and he was certain that they "meant nothing sinister" by the resolution

Ev Post 11/9/81

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Tucsa conference opens in EL today

DD14/9/51
(135)
EAST LONDON — The 27th annual conference of the 370 000-strong Trade Union Council of South Africa (Tucsa) opens here today

In the five years since East London last hosted the Tucsa conference there have been major changes both in labour legislation, following the reports of the Wiehahn commission, and within the trade union movement itself

Significantly, this conference takes place in a city which has seen the recent emergence of an unregistered, independent trade union movement among black workers. This has led to rivalry between the almost entirely registered unions of Tucsa and the independents for black worker support

Indicative of this rivalry is a resolution which has been proposed by the national executive committee condemning "intimidatory pressures being perpetrated by some trade unions and worker organisations"

The resolution states that these tactics of intimidation discredit trade unionism and calls on all affiliated unions to "renew their efforts to bring true trade unionism to all organised workers"

Another resolution, submitted by the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, calls on Tucsa to seek closer liaison with other federations of trade unions "with

a view to creating greater unity in the trade union movement as a whole in its approach to the government and employers"

A crucial indication of differences between Tucsa and the independents is the attitude adopted towards the industrial council system. In a recent meeting in Cape Town the full spectrum of the independent movement opted to strive to bypass the industrial council system in favour of bargaining on the shop floor

While a resolution proposed by the national executive committee calls on Tucsa to reaffirm its strong support for the industrial council system, a resolution by the Boilermakers' Society calls for an investigation into "the system of registration, the implications of recognition agreements and the effect of establishing industrial negotiations and

communication on a regional basis which could lead to the possible extension of the industrial council system, its modification or replacement"

Also of interest is a resolution submitted by the black Textile Workers Union (Transvaal) saying it would be wrong and inexpedient to institute mixed unions at this stage without the necessary checks and guarantees for blacks

Other items on the agenda involve equal pay for equal work, women in employment, homeland labour, the skilled manpower crisis, banning and detention without trial, the housing crisis and several resolutions dealing with the new labour legislation.

Mr S. P. Botha, the Minister of Manpower, will address the conference on Wednesday. — DDR

Scheepers
is Tucsa
president

Post Reporter

EAST LONDON — Mrs. Anna Scheepers, former New Republic Party Senator and current President of the Garment Workers Union of South Africa, has been elected president of the Trade Union Council of South Africa (Tucsa). Mrs. Scheepers has been involved in the labour movement for more than 20 years. Her election was unanimous. The Trade Union Council is holding its annual conference in East London.

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Government 'leading shift towards socialism' in SA

Ev Post. 14/9/81. 135

BY SANDRA SMITH

EAST LONDON — Through excessive control of the economy, the Government was leading a shift towards socialism, the president of the Trade Union Council of South Africa (Tucsa), Mr Andre Malherbe, said today

Addressing Tucsa's 27th annual congress in East London he said it was ironic that the Government — socialism's most vocal critic — was "leading the slide into socialism"

This was a source of con-

cern for many labour leaders and entrepreneurs. There were still far too many laws stifling corporate and individual initiative. This was causing people to look to Government as the source of their problems and inclining them to depend on Government for the solutions.

A dangerous trend was developing where the demand was for more benefits and less taxation.

Mr Malherbe said the Government must remove or at least reduce restrictions on the siting of factories, on who could offer labour where work existed and on who could own land. This included the type of dwelling that could be built on that land.

A large proportion of the population rejected the capitalist system as it was claimed to be a convenient tool for the "haves" to retain all the wealth at the expense of the "have-nots".

Mr Malherbe said it was up to the Government to prove them wrong.

There was a sustained effort on the part of those elements which feared Tucsa's strength to paint the council as part of the establishment or as pro-Government.

There were others who rejected the non-racialism for which Tucsa stood, "preferring to replace this with their own brand of racism — black power".

Mr Malherbe said the action against trade unionist Lucy Mvubelo, whom the Australian Council of Trade Unions would not allow to attend a meeting in Australia recently, was typical of a different brand of racism which Tucsa now faced.

"To brand Lucy Mvubelo as a 'puppet' of the South African Government or as someone who sings to the Government's tune shows remarkable ignorance," Mr Malherbe said.

There had also been a definite swing away from some of the new unions "advocating black exclusivity" towards Tucsa unions. While some of the newcomers to industrial relations had been responsible for dramatic action and had enjoyed considerable publicity, their performance in the workplace had lagged behind that of experienced unions.

Tucsa was without doubt the most influential voice of labour in South Africa. Its influence had helped remove contentious clauses from the new Labour Relations Act.

Tucsa denies trade union attack

Post Reporter

EAST LONDON — The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, has strongly denied that Tucsa, or any of its affiliates, had anything to do with the drawing up of a document attacking a trade union

The document, which was circulated to employers in the East London area last year, encouraged them to oppose the South African Allied Workers Union (Saawu), an organisation which has since run into difficulties with the Ciskei Government

Speaking at Tucsa's 27th annual conference here, Mr Grobbelaar said the document, circulated by the Security Police, let it be understood that steps would be taken by the Security Police or the Department of Manpower to encourage unions affiliated to Tucsa to become more involved with black workers in East London

Recently the document was the subject of questions in Parliament

"It is categorically stated by Tucsa that at no time whatsoever has the council or, to the best of its knowledge, any of its affiliates, been involved with the Security Police either in the drafting or circulation of any documents, or in any other form of collaboration, as can be inferred from media reports," Mr Grobbelaar said

Tucsa had not and would not be part of any official steps to thwart the activities of any workers' movement in South Africa, Mr Grobbelaar said

It took strong exception to the implication in the reporting on the document that Tucsa, or any of its affiliates, were in need of any form of official encouragement from anyone to do their duty insofar as unorganised workers were concerned

Tucsa had also been made aware of another document recently circulated in East London, allegedly by an organisation calling itself the Free Democratic Trade Union Council

Mr Grobbelaar said Tucsa denied any knowledge of, or involvement with, this organisation or its publication

EAST LONDON — The outgoing president of the Trade Union Council of South Africa (Tucsa), Mr A H Malherbe, yesterday called for the raising of the retirement age to 70

In his presidential address at the 27th annual conference, Mr Malherbe suggested the retirement age be raised beyond 65 — “preferably to 70” — with the worker having the option of choosing to retire at

DD 15/9/81. (135)
**Up pension age
says Tucsa head**

an earlier age

“In so doing we will give our citizens the right to fend for themselves economically and, I submit, that is the least we can do”

Mr Malherbe said the

current system of enforced retirement increased the load on pension funds which were battling to keep pace with inflation

People were forced to withdraw money from

them in the form of pensions when, if given the choice, they might have continued as workers

He said it was a fallacy that productive 60-year olds kept youth out of employment. Instead they contributed to growth and helped create jobs

Ability should be the criterion in the workplace, not age — DDR

Yesterday's session, page 11.

Star 15/19/81 (135)
Labour chief warns the 'militants'

By Tony Davis
Labour Reporter

EAST LONDON — Militant action by workers on the shop floor can only lead to instability. This was a warning on the labour scene made by the outgoing president of the Trade Union Council of South Africa (Tucsa), Mr Andre Malherbe, at the council's annual conference in East London yesterday.

During his presidential address Mr Malherbe was also critical of the Government for what he called a "dangerous shift towards socialism" in South Africa. The Government was leading this slide into socialism through excessive controls on the economy. Too many laws were stifling corporate and individual initiative, Mr Malherbe said. The Government had to remove or at least reduce some of these restrictions. He also referred to skilled staff shortages in

South Africa and criticised the present retirement age, suggesting that it be increased beyond 65. "I appeal to our Prime Minister to use his influence to press for retirement reforms in the private sector, at his forthcoming meeting with leaders of congress and industry."

Speed up the tempo of labour reform — TUCSA

Labour Reporter

EAST LONDON — A senior official of the Trade Union Council of South Africa yesterday called on the Government to rapidly increase its tempo of legislative reform in removing all aspects of race discrimination from the labour arena.

Mr Robbie Botha, of the Mine Surface Officials' Association, received unanimous support for his resolution delivered at the

Mr Malherbe said Tucsa had been a most influential labour voice in South Africa, and referred to reforms regarding the removal of race and sex discrimination in labour, as well as "Tucsa's influence" in getting contentious clauses removed from the recent Labour Relations Act. He noted that in some

areas there had been a "swing" away from some of the new unions which advocated black exclusivity and towards the Tucsa unions. While some new unions had had success in attracting newspaper headlines, their performance in the workplace lagged behind those of experience unions, he said.

The Mayor of East London, Mr A E Spring, who opened the conference, complained of high unemployment and skilled manpower shortages in the Border area. Mr Spring was especially critical of the slow developments in the industrial area at Berlin. He suggested economic co-operation between East London and neighbouring Transkei and Ciskei. Fragmentation of this "economic entity" would harm the area and he said the Government was expected to make a "significant announcement" on the Border economy by the end of the year.

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Tucsa to probe sexism

CT 15/9/61
own Correspondent

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EAST LONDON — The general-secretary of Tucsa, Mr Arthur Grobbelaar, and his national executive were yesterday instructed to carry out an instruction given to them by the Tucsa conference last year.

A motion to this effect was carried by 42 votes to six at the annual Tucsa conference in East London.

Miss Dulcie Hartwell, of the National Union of Distributive Workers, said Mr Grobbelaar himself proposed last year that a specialist committee be appointed to investigate all aspects of unnecessary sex discrimination.

In the executive's report, however, it was said that the resolution received no further attention after discussion.

Miss Hartwell said she could not understand why Tucsa, which represented "hundreds of thousands" of workers could not find time to deal with an issue of such importance.

The conference also decided that the Minister of Finance should be urged to rectify the "the inequitable taxation structure for married women" but the executive decided that the resolution would not be pursued because of "diversity of opinion".

Miss Christine du Preez, of the Tobacco Workers' Union, asked the conference to re-investigate the tax-structure of married women, to which Mr Grobbelaar replied that separate taxation would not benefit women in the lower income brackets.

Tucsa head warns on militancy

MILITANT ACTION by workers on the shop floor can only lead to instability, the outgoing president of the Trade Union Council of South Africa (TUCSA), Mr Andrew Malherbe, warned the Federation's Annual Conference in East London yesterday.

Mr Malherbe was also critical of the Government for what he called "dangerous shift towards socialism" in South Africa.

The Government was leading this slide into socialism through excessive controls on the economy. Too many laws were stifling corporate and individual initiative, Mr Malherbe said.

The Government had to either remove or at least reduce some of these restrictions.

He criticised the present retirement age and suggested that it be increased beyond 65.

"I appeal to our Prime Minister to use his influence to press for retirement reforms in the private sector at

his forthcoming meeting with leaders of congress and industry.

Mr Malherbe said Tucsa had been the most influential labour voice in South Africa citing reforms regarding the removal of race and sex discrimination in labour, as well as Tucsa's influence in removing contemptuous clauses from the recent Labour Relations Act.

He noted that in some areas there had been a 'swing' away from some of the new unions which advocated black exclusivity towards the Tucsa unions.

While some new unions had had success in attracting newspaper headlines, their performances in the work place lagged behind those of experienced unions, he said.

EV Post 15/9/81 (135)

'New breed' of academic labour leaders attacked

By SANDRA SMITH

EAST LONDON — An attack on academics "making a career in the labour movement" was launched here today when Trade Union Council of South Africa delegates debated a motion reaffirming support for the Industrial Council system

The motion that highlighted deep divisions within the ranks of Tucsa over the issue, was supported by, among others, the organisation's vice-president, Mr E van Tonder

There were, he said, imperfections in the system but it had stood the test of time

"I resent this new breed claiming to be trade union leaders, who like mushrooms come from nowhere and want

to tell us that the IC system has no merit," he said

"We ask of academics making a career in the labour movement to prove their bonafides We find many of these youngsters still fired with the idealism of youth telling us what to do

"But then, like mushrooms, they fade They raise the hopes of the mass of workers and when they disappear, these people are left frustrated and suspicious of the labour movement as a whole"

There were shortcomings in the system but these did not warrant the dismantling of the system

The representative from the Witwatersrand Liquor and Catering Trade, Mr M Kagan, said the resolution, which was

amended to reaffirm support for the IC system, was one-sided.

It failed to pinpoint weaknesses which needed urgent improvement These included the fact that the secretary of an industrial council was often not impartial but associated with employer organisations

Also, many councils had designated officers chosen by the secretary

"I still have to hear of a black person being appointed as an agent of an industrial council Can you blame black workers not having confidence in such a council, which they do not trust and which they see as an appendage of government?" he said.

Union chiefs not happy over councils

EAST LONDON — A resolution which dealt with the Industrial Council system was passed after heated debate at the annual conference of the Trade Union Council of South Africa this week.

The resolution urged Tucsas to show its "strong support" for the council system.

Industrial councils are a major element of South Africa's official collective bargaining process as it is within these councils that employers and registered unions can settle their differences on minimum wages and working conditions.

However, not all unions belong to industrial councils, either because there are no councils in their areas, or else they choose not to belong to a council, preferring local in-plant settlements.

It was therefore inevitable that the resolution would bring out divergent views from the 61-union federation.

Tucsas's first vice-president, Mr E van Tonder, in seconding the motion, criticised academics and labour experts who attacked "proven institutions" such as the council.

He said that while the

South African union leaders meeting in East London this week clashed over the role of industrial councils in settling labour disputes. Labour reporter Tony Davis was there. . . .

system had its shortcomings, it did not warrant dismantling.

Mr van Tonder also criticised newly-emergent unions which resorted to strikes instead of peaceful bargaining.

The general secretary of the South African Boilermakers Society, Mr Ike van der Watt, warned delegates that today's accepted systems could become tomorrow's dead weights.

Tucsas's general secretary Mr Arthur Grobbelaar said some unions condemned the council system because they would have to prove their own representativeness. He asked if critics of the system were seeking industrial chaos.

The resolution was passed despite fears by some delegates that showing strong support for the council system was too excessive a commitment.

EAST LONDON — The annual conference of Tucsasa voted here yesterday to reaffirm its strong support for the industrial council system as a means of maintaining industrial peace and progress

During the debate other trade unions, certain employers and "fundis" from universities came under heavy fire for their rejection of the industrial council system

There was division from the floor and Mr M Kagan of the Witwatersrand Liquor and Catering Union called on the conference to back an original motion to support the industrial council system "in principle" as there were weaknesses within the system

Moving the resolution, Mr Des East of the National Executive Committee, said it was a tried and tested system which had been responsible for South Africa's enviable record of industrial peace

He lashed out at "mischievous undermining of the collective bargaining machinery for its own sake by unregistered unions

Tucsasa backs industrial council system

135 DD 16/9/81

who have never tested its merits" He rejected arguments that it was too remote and bureaucratic, that only white and coloured workers benefited from it and that it was biased towards employers

Seconding the motion, Mr E. van Tonder, the second vice-president of Tucsasa, criticised the "new breed of trade union leaders springing like mushrooms from nowhere who pretend to have all the answers but fade and die at the first heat of

day"

He said these newcomers — many of them youngsters from universities — raise the hopes of the struggling masses only to disappoint them

"These people have seminar after seminar They have talk and tea and wine and dine all day long, charging up to R300 and R400 a person What have they achieved?"

Mr Kagan said the resolution praised the industrial council system onesidedly and, though he agreed with the system in

principle, there were serious inadequacies

He said the secretary, the chairman and the designated agents of the council were often employers and therefore unable to fulfil their duties as they were not impartial

He said the industrial council system was unpopular among a large number of blacks and the conference had to analyse and understand why He said a number of black trade unions preferred to negotiate on the shop floor

as many of their important issues were not dealt with in industrial council agreements, Mrs K Galvin of the Garment Workers Union of South Africa said that if a union, as an equal party to an industrial council agreement, felt the secretary, chairman of designated agent was not impartial it could do something about it

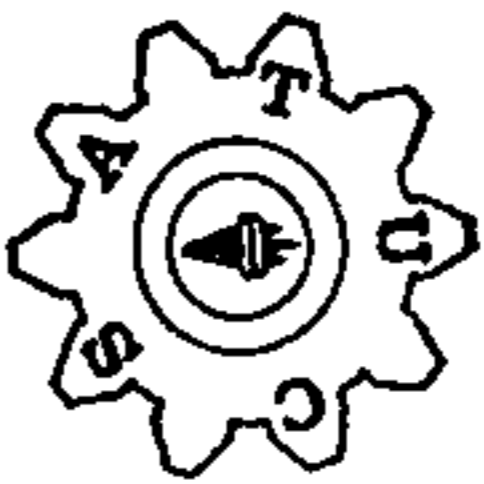
Mr A Grobelaar, the general secretary of Tucsasa, asked if the critics seeking to remove the industrial council system were not perhaps seeking industrial chaos

He also criticised employers in the mining industry who were among the harshest critics of the system and said they had not had a very good record as far as industrial relations were concerned.

Mr Kagan said his intention was not to damage but to reform and warned that if the industrial council system did not adapt to the new labour dispensation in South Africa and improve its image and methods of operation it would not attract the support of black workers



Mr Willie van der Merwe and Ms Kendal Shand who were among the guests at the civic reception for Tucsasa delegates at the East London City Hall last night.



Tucsa Congress

Reports by
PHILLIP VAN NIEKERK
Industrial reporter



A National Union of Clothing Workers delegate, Ms Sara Tshitsha, at a civic reception in East London last night.

Intimidation claim: DD 16/9/81 concern over ETL (135)

EAST LONDON — Blatant intimidation was destroying the principle of freedom of association, Mr Norman Daniels of the Textile Workers Industrial Union told the annual conference of Tucsa here yesterday.

Proposing a resolution condemning intimidatory tactics Mr Daniels said a battle for power was taking place on the shop floor which was spreading to the townships. He appealed to those responsible for intimidation to cease the practice.

Mr Daniels also criticised employers who turned their backs on registered unions and recognised others simply because they were afraid of strikes.

Seconding the motion, Mr L. Scheepers of the Leather workers Union, said he was particularly



MR SCHEEPERS . . . perturbed

perturbed about intimidation used by unions in East London.

"We used a little in-

timidation in the old days — such as letting down tyres and so on — but we were never violent or vicious as is the case now."

Mr Scheepers said not enough was materially done about this intimidation and it was difficult to prove in a court of law. He advised employers not to be frightened by fly by night trade unions and allow these unions to have ballots where they could intimidate workers into voting for them.

Miss Dulcie Hartwell reminded the conference that they should not forget about intimidation which had been used by Tucsa unions in the past or employer intimidation which was still happening to prevent workers from joining trade unions.

The resolution was unanimously passed —
DDR



Mr Atwell Taleni (Textile Workers Industrial Union), Mr Gladstone Stoto (TWIU), Ms Kathleen Eagles (TWIU), Mr Christopher Sontsonga (Sweet Workers Union) and Mr Norman Daniels (TWIU) at the reception for Tucsca delegates.

16/9/81

Intimidation on factory floor

(135)

Tucsa to examine systems

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Labour Reporter

EAST LONDON — A new kind of intimidation is undermining worker unity in South Africa, the 27th annual conference of the Trade Union Council of South Africa (Tucsa) heard yesterday.

The president of Tucsa's Sweet Workers Union, Mr L Scheepers, was addressing delegates on the subject of intimidation.

Seconding the motion, which was passed unanimously Mr Scheepers said intimidation in the labour field was now aimed at ob-

taining political power.

"It has become vicious," Mr Scheepers said. "Threats are being made to workers and their families by members of other unions."

We are going through a phase which is frightening the working force in South Africa."

He also blamed employers for bowing to threats by new unions. "Experienced registered unions are being discredited in factory elections through intimidation," he said.

Labour Reporter

EAST LONDON — A resolution calling for an investigation into the industrial council system and union registration procedures was passed yesterday at the annual conference of the Trade Union Council of South Africa.

The resolution — put forward by the SA Boilermakers Society — required Tucsa's immediate consideration, the union's general secretary Mr Ike van der Watt said.

He warned that it was necessary for Tucsa to look into the future and see what roles these labour structures will be playing.

The structures dealt with in the resolution include

- Extension of the Industrial Council system to cover more workers
- Examine in-company representative systems
- Employer and union agreements
- Registration procedures
- See Page 23.

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Unions for domestics, farm workers urged

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EAST LONDON — The president of the SA Boilermakers' Society, Mr G Ahrends, this week urged union delegates at the conference to seek accord with union federations. He said Tucsa should seek closer liaison with other federations.

* * *

Unanimous support was given for a resolution calling for union rights for domestic and farm workers. Investigations by Tucsa on the matter will be passed on to the Government, delegates were told.

* * *

Tucsa will prepare a study on the industrial court system. This will be passed on to the National Manpower Commission.

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Call for trade union rights for domestic, farm workers

Ev Post 16/9/81

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By SANDRA SMITH

EAST LONDON — The Trade Union Council of South Africa (Tucsa) has called on the Government to extend trade union rights to domestic and farm workers

A motion submitted by the National Union of Commercial Catering and Allied Workers on "the hardship suffered by farm workers, and the conditions of service of domestic workers", was discussed at the 27th annual conference of Tucsa here yesterday

Delegates said it was only through trade unions that the working and living conditions of these two categories of workers could be improved and urged the Government to amend the Labour Relations Act to extend trade union rights to them

It was suggested that they also be included in the application of the Wage Act

Speaking on the motion, Tucsa's general secretary, Mr Arthur Grobbelaar, said the Government had, in response to similar recommendations in Section 5 of the Wiehahn Commission, decided to confer with all interested parties before taking a decision on the issue

"Tactics of intimidation" by unions to force workers to become members or go on strike

were condemned

A deputy vice-president of Tucsa, Mr L C M Scheepers, said members of Tucsa unions, in East London in particular, had been subject to intimidation

He said intimidation took place to gain political power, not union power

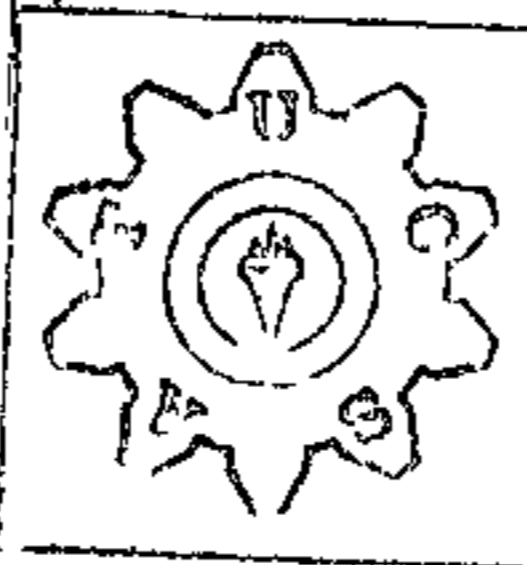
The general secretary of the National Union of Distributive Workers, Miss Dulcie Hartwell, said some Tucsa unions had been involved in intimidation "not so long ago"

Tucsa also adopted a resolution calling for an investigation into the industrial council system and asked that "the implications" of agreements between individual unions and employers be investigated

The secretary of the South African Boilermakers, Iron and Steelworkers Society, Mr Ike van der Watt, asked delegates to "look objectively at the labour relations structure" within which they operated

He said most workers were not covered by an industrial council agreement. Some unions dealt with three or four industrial councils at the same time and therefore it was essential that the whole structure of collective bargaining constantly be under review

● See Page 4



Tucsasa Congress

Reports by
PHILIP VAN MEKERS
Industrial reporter

Domestics' work plight highlighted

135

EAST LONDON — Farm and domestic workers, who most desperately needed the benefits of trade union protection, were the most difficult to organise, Mr Folly Arieftien of the National Union of Commercial, Catering and Allied Workers told the Tucsasa annual conference here yesterday.

Proposing a motion for the conference to take note of the hardships suffered by farm workers and the conditions of service of domestic workers, Mr Arieftien said these categories of workers were not covered by any industrial legislation now — except for a few domestic workers — were they organised into any form of trade union.

He said the most important condition of their employment was their isolation — from alternative forms of employment and each other.

"Most domestics in South Africa are black women and because they are unskilled for other work, they are trapped."

"Many domestics work for more than 44 hours a week for their small earnings and get no paid holidays or other benefits, all in a time of economic boom and prosperity."

Mr Arieftien said that in the case of farm workers it was not just the nature of the job which led to the isolation of workers from each other, employers and the government had taken deliberate steps to create this situation.

"We know that in the Free State, for instance, agreements between farmers' associations and district authorities meant

that the only way a farm labourer could change his job was to return to his homeland — where there are no jobs — for six months in order to qualify for a mining contract."

He said few farm workers received more than R50 a month. He said the facts and figures pointed to the need for the organisation of workers in these two sectors of the economy. The resolution was unanimously adopted by the conference.

Tucsa is concerned about new ILO move

Ev Post 17/9/81 135

By SANDRA SMITH

EAST LONDON — The Trade Union Council of South Africa has expressed concern at the influence an anti-South African programme devised by the International Labour Organisation (ILO) could have on all workers

The ILO's updated Declaration on Apartheid and comprehensive programme of action, is intended to give national, moral, educational and training assistance to "liberation movements" operating in South Africa

It also called on trade unions worldwide to put pressure on employers to disinvest in South Africa

Supporting the resolution of concern, Tucsa's general secretary, Mr Arthur Grobbelaar, said comparisons would have to be made of the criteria of international standards formulated in the conventions of the ILO over many years

There were 102 working ILO conventions, and 135 member nations, yet only about 25% of all conventions had been ratified.

No member country had ratified all of the conventions, and four had not ratified any. South Africa had ratified 12 before its withdrawal from the ILO in 1964

"Against this background, why is South Africa constantly being singled out?" Mr Grobbelaar asked

Speaking in support of a resolution which called on the Government to initiate a programme for more effective career counselling of young people, the secretary of the Transvaal Leather Workers' Union, Mr L C M Scheepers, said many students studied aimlessly in areas which did not really contribute to the needs of the country. This applied particularly at white universities, he said

"It may become too great a luxury to enter non-career orientated faculties like political and social science where, with the subsidisation that takes

place, a great deal of taxpayers' money is wasted"

Many students from these faculties wander into trade unionism which they knew nothing about, he said

Another resolution passed yesterday at the conference strongly condemned the Government's power of banning and detention without trial. It noted that there had been an increase in the use of such powers during the past year

Mrs F Mandy, of the Garment Workers' Union, said a person was innocent till proven guilty in a court of law. The situation where people could be condemned without their guilt being established was not a process of just law

Mrs Mandy later proposed a motion expressing concern at the exploitation of cheap labour in the homelands which was harmful both to the lowly paid workers and to those in other areas who had to face unfair competition

The motion was adopted unanimously

A resolution noting the continuing crisis in schools and universities and calling for the lifting of race bars in education, was proposed by Mr M Narsoo of the Johannesburg Municipal Combined Employees' Union

He said the incidence of schools' boycotts and resistance against the education system indicated there was a need to look at the situation more clearly and in depth

Until the Second World War there was little State aid for black education because the major employers were in agriculture and mining and thus unskilled workers with little education were required

"With the growth of manufacturing and the consequent need for semi-skilled workers, the system was changed to correspond with the new needs. Now there is a great demand for skilled workers, and the system is being modified again," he said

'Trade union movement can promote peace in SA'

BY SANDRA SMITH

EAST LONDON — The trade union movement could play an important role in promoting peace and harmony in South Africa, according to Dr Anna Scheepers, president of the Trade Union Council of South Africa (Tucsa).

Dr Scheepers, who has been president of the Garment Workers' Union for 43 years, is the first woman to become president of Tucsa.

In an interview at Tucsa's 27th annual conference in East London this week, she spoke of her career as a unionist, and trade unionism, generally, in South Africa today.

Her interest was first aroused when she worked in a clothing factory during the Depression when the Garment Workers' Union was fighting for free medical care in the factory.

"This impressed me tremendously. I knew very little about trade unionism, having been reared on a farm, but thought an organisation which was trying to do these things could only be good".

So she joined the union immediately. While still in her 20s she was elected president.

"Though my family was not Nationalist, they didn't like it very much in the beginning.

But later they became quite proud of me," she said.

The Garment Workers' Union went on to become a pioneer in organising black workers. Naturally, this did not make it very popular with more conservative unions and pro-Nationalist party elements.

"We were called Communists because of our attitude towards black workers and our belief in the principle of non-racialism. The Nationalists launched an attack on us, and trade union officials made quite a bit of money in court actions," she said.

For years the Garment Workers' Union fought for the

recognition of blacks as "employees in law" and the resolution year after year soon became known as their "hardy annual".

"The attitude of many Tucsa affiliates, for example, the artisan unions, has changed a lot since then," she said.

"We still have a 'verkramp' element — but that is mostly in the Confederation of Labour.

"A resolution like the one condemning the power the Government has in banning and detentions without trial, which was passed at the Tucsa

conference this week, would have been debated heatedly 15 years ago — and I don't think it would have got through."

Dr Scheepers saw two of the major problems facing trade unions in South Africa as a shortage of good leadership and opposition to the trade union movement.

She said trade union leaders today were often university graduates, and "capable people" were rarely drawn from the ranks of the workers.

"I feel there should be communication between trade union organisations to see how much we can agree on," she said.

"There is more possibility of contact between Tucsa and the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) than with, for example, the South African Allied Workers Union (Sawu) and the General Workers' Union."

Dr Scheepers said she thought the leadership of Fosatu and Cusa showed a greater sense of responsibility than those of Sawu and the General Workers' Union.

"I feel the trade union movement can play an important role in promoting peace and harmony in South Africa

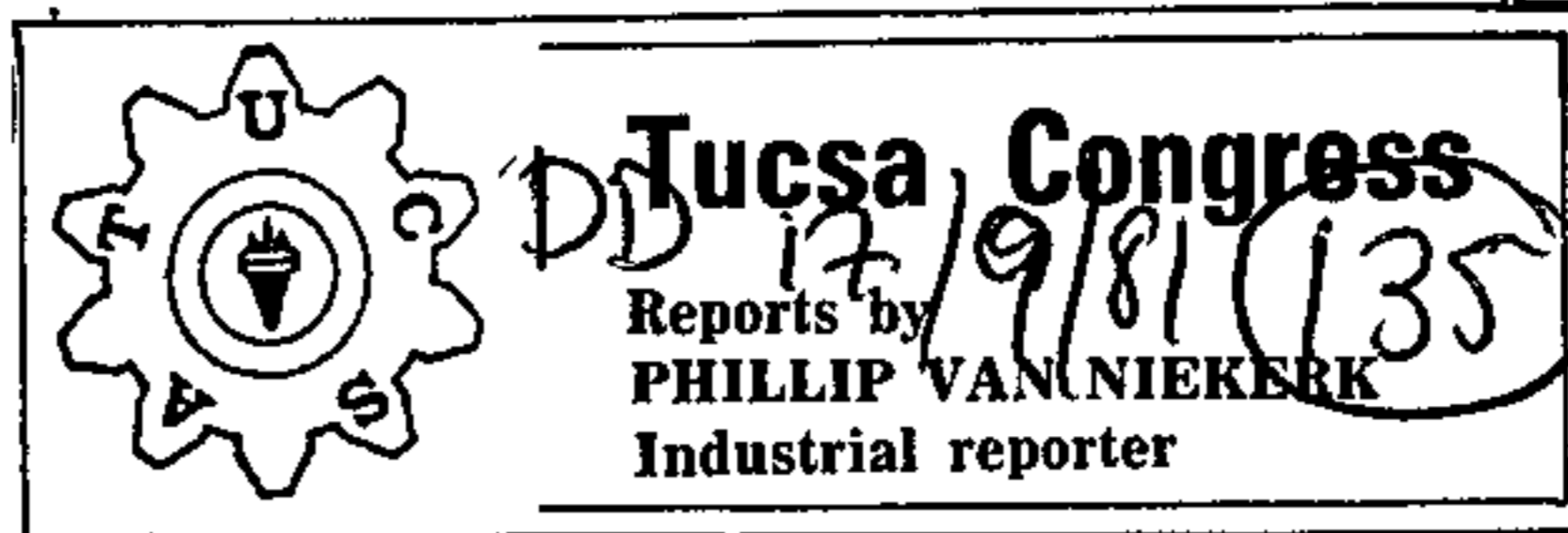
— particularly if there are no people with political motives to bedevil the situation."

She said the highlight of her career was when the garment workers obtained a 40-hour week, an aim of the union for more than 40 years.

A resolution condemning the Government's powers of banning and detention without trial was passed at the conference yesterday.

A resolution submitted by the Johannesburg Municipal Employees' Union calling for the establishment of a unitary and integrated system of education was also passed.

● See Page 4



Textile union resolution called racist

EAST LONDON — A resolution calling on Tucsa not to institute mixed unions without the necessary checks and guarantees for the rights of blacks was defeated at the annual conference here yesterday after heated debate

Mrs E. Seloro of the Textile Workers Union (Transvaal) called on all Tucsa unions to refrain from stealing members of other unions in the confederation and accused some unions of intimidation

She said coloureds and whites had not organised blacks when blacks could not belong to trade unions and, though she was not against mixed unions, she was against organised black workers joining registered coloured and white unions

"Have any white or coloured unions affiliated into black unions? There is a need to define the areas and interests after years of neglect of black workers," she said.

Mr M Masehla, also of the Textile Workers Union (Transvaal), said it was the duty of black unions to prove to the world at large that they could run their own affairs

He alleged that his union was being bled to death by two other registered white and coloured unions

Mrs K Galvin of the Garment Workers Union of South Africa said the resolution should never have appeared on the agenda and said it was an insult to those Tucsa lead-



Mrs Evelyn Seloro of the Textile Workers Union (Transvaal).

ers who had fought for years for all workers regardless of colour

Mr Norman Daniels of the Textile Workers Industrial Union said it was a great pity to see racialistic resolutions on the Tucsa agenda

He said it was unfortunate that he had to do the organisation's dirty washing in public "But my union believes we have a duty to all the textile workers in the country"

After various appeals to withdraw the motion, Mrs Seloro said she stood firm. The resolution was overwhelmingly defeated

Later, Mr Arthur Grobelaar, the general secretary of Tucsa, said he felt the motion concerned inter-union rivalry and was not of national importance — DDR

Start 12/9/81
Delegates
(135)

A mixed union

By Tony Davis,
Labour Reporter

EAST LONDON — Inter-union rivalries came to the fore at yesterday's meeting of the annual conference of the Trade Union Council of South Africa and for the first time this week a resolution was defeated by delegates.

The Textile Workers Union (TWU) had moved for the conference to consider it "wrong and inexpedient to institute mixed unions at this stage" without checks and guarantees for the rights of black workers.

The dispute apparently revolves around moves to form a single Textile Workers Union.

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REPORT
ON THE
CONFERENCE

Labour Reporter

As effective employment policies for young people was urgently needed to help solve the country's skilled manpower crisis.

Delegates at the 17th annual conference of the Trade Union Council voted unanimously in favour of urging the Government to meet this crisis.

The senior TUC official Mr Steve Schoeners was critical about the lack of university students enrolled in career-oriented subjects. As universities were being subsidised by the Government this was a waste of money, Mr Schoeners said.

The conference also condemned — with some opposition by delegates — bannings and detentions without trial.

Mr A Margolis of the Garment Workers' union called for the release of workers detained by the Ciskei Homeland police.

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Labour Migration

FACT TOPIC The
Trade Union Council of
South Africa yesterday
called on the Government
to cooperate with the In-
ternational Labour Organ-
ization (ILO) in any in-
vestigations of the labour
situation in South Africa.

In the resolution which
was passed unanimously,
the general secretary of
the Council, Mr. A. J. G.
... also called for con-
sistent support of any
objective study of South
Africa's recent labour mi-
gration by the ILO.

'They would welcome
any objective ILO study
of South Africa providing
it is objective and carried
out by a committee of
experts in the ILO.' Mr.
G. J. ... said.

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...

TUCSA CONFERENCE (135)

Problems of reform

FM 18/9/81

Tucsa's in trouble Few of the delegates at the 27th annual conference of the Trade Union Council of SA in East London this week were in any doubt about that

Ironically, the problems confronting it are largely the result of a sustained campaign for reform in labour which Tucsa has waged for people of all race groups However, "it cannot be denied that there is a terrific battle on the shopfloor, which extends into the townships, for the hearts and minds of South African workers," Norman Daniels, secretary of the Textile Workers' Industrial Union, warned the conference

This is something of which leaders of many unions affiliated to Tucsa are painfully aware At present, only about 10% of SA's black workforce is unionised and there is increasingly bitter rivalry between different union groupings to gain the support of the millions of un-unionised black workers

During the past year, Tucsa has grown dramatically, gaining more than 80 000 new members Its total membership now exceeds 370 000, making it the largest trade union co-ordinating body in SA Outgoing president Andre Malherbe could boast at the conference that Tucsa has more paid-up black, coloured and Indian workers than all other co-ordinating bodies combined — a total of 277 000

The big test facing Tucsa is whether it can continue to recruit black workers on a large scale and whether it can satisfy their aspirations in the long term The council faces serious challenges from new, emerging black unions It was these unions which achieved the highest growth rate of all unions in SA during the past year

Motions on the conference agenda and speeches by delegates reveal some of the difficult problems that Tucsa has to deal with Among them

- Severe intimidation of members of unions affiliated to it by rival unionists,
- Opposition by emerging unions to the industrial council (IC) system — the official channel for collective bargaining which Tucsa strongly supports
- Tucsa's poor image among many black workers Conference delegates spoke bitterly about "so many people in responsible positions," including some government offi-

cialists who portray Tucsa affiliates as "tame" or "sweetheart unions"

Leaders of emerging unions are suspicious of the friendly relations between Tucsa leaders and government officials These unionists reject key provisions of the Labour Relations Act, a cornerstone of government's labour reform policies

Tensions within Tucsa Although the council has gone a long way towards eradicating race and colour distinctions within its ranks, it still has some way to go Some black Tucsa unionists fear that they will be dominated by their white colleagues

There is another issue which deeply concerns Tucsa's leaders — deteriorating relations with labour organisations abroad There is an increasing tendency by influential trade union bodies to snub the council and support the new black unions



Tucsa Congress

Reports by
PHILLIP VAN NIEKERK
Industrial reporter

DD 18/9/81 (135)

Delegates divided on housing crisis

EAST LONDON — There was division at the annual conference of Tucsa here yesterday when a delegate objected to a resolution citing the state as the main culprit in the housing crisis.

Mr Wally Grobler of the Artisan Staff Association said he could not support the resolution as the housing situation was not deteriorating, the state was not the only responsible party and the repeal of the Group Areas Act would not solve the housing crisis.

Proposing the motion, of the Group Areas Act, Mr B Isaacs of the Johannesburg Municipal Combined Employees' Union said overcrowding had become endemic in the black areas and that in many stances this over-crowding was "horrific."

He said the whole situation was an indictment of the government which, through its neglect of a very crucial area and the workings of the Group Areas Act, had allowed this sad situation to evolve. He also hit at the "classical government response" of saying the Group Areas Act had merely been a mechanism for slum clearance.

"Since the promulgation of the Group Areas Act about 600 000 blacks have been relocated — communities have been uprooted and their social fabric has been irreparably torn," he said.

Scheepers warns on inflation

EAST LONDON — There would be serious industrial disputes if inflation was not curbed, Dr Anna Scheepers, the president of Tucsa, said at the annual conference here yesterday.

He said the Act had been responsible for the demolition of a large stock of urban housing and between 1960 and 1975 much of the money spent on housing had been used to rehouse so-called disqualified people with no concern being shown to the natural population increase. He questioned whether the Act did not serve the interest of whites only.

Mr Des East of the Motor Industries Combined Workers' Union said that instead of moving away from the Group Areas Act the government was in the very act of toughening it up.

Mr Grobler said that, while he supported the rights of workers to have a roof over their heads, he could not support the motion as it was worded. He said the government was spending millions of rands of the taxpayers' money on housing and the situation was not in fact deteriorating.

"You can't lay the blame for everything at the door of the state," he said. "What about the obligations of employers?"

"If you remove the Group Areas Act tomorrow, you are not going to provide housing for everyone."

Mr Grobler called for an amendment to the resolution, but this was rejected by the movers.

Mr Norman Daniels of the Textile Workers' Industrial Union said "While one cannot lay the blame for the housing shortage entirely on the state, the Group Areas Act has been negative as it has removed without putting anything back in its place." The resolution was carried with several delegates from the Artisan Staff Association voting against and several other unions abstaining — DDR.

During a motion calling for a re-examination of the mechanism of price determination, she said workers in South Africa compared themselves with affluent groups inside the country and not with poorer neighbours to the north.

She said the price of basic foodstuffs had almost doubled since 1975 and was still rising at more than one per cent a month.

In another resolution calling for protection, Dr Scheepers said there was an increasing threat to the garment industry caused by the importation of cheap clothes from the Far East.

She said it was absolutely necessary to provide work for the unemployed people in South Africa and this was being hindered by competition from cheap overseas products.

Both resolutions were adopted unanimously — DDR

Tucsa support for councils reaffirmed

DD 18/9/81

135

EAST LONDON — With few dissenting voices, the Trade Union Council of South Africa voted to reaffirm its strong support for the industrial council system

At the 27th annual conference of the organisation held here over the past week, the general mood was of satisfaction with the existing labour dispensation, the satisfaction of having had a hand in it. A banner in front of the conference hall read "The Labour Relations Act — Our Achievement."

There was satisfaction too at Tucsa's position within the trade union movement "We are without doubt the most influential voice of labour in South Africa," the outgoing president, Mr Andre Malherbe said in his presidential address.

But in spite of this satisfaction there was a preoccupation with the new, emergent unions who — though absent from the conference hall — took up a lot of the conference's time. Mr Malherbe hit out at "our miniscule rivals who, though their performances have lagged far behind those of the experienced unions, have enjoyed considerable publicity"

A resolution condemning intimidation and clearly referring to some independent unions was unanimously adopted. During the debate on this motion several delegates hit out at the new unions for recruiting their members instead of organising the many unorganised workers

Thus beneath the rhetoric of "fly by night unions", there was a fundamental element of competitive rivalry. As Tucsa's general secretary, Mr Arthur Grobbelaar, told me after the

By PHILLIP VAN NIEKERK

conference had ended "It's like competition in business"

This issue reared its head in one of the few genuinely controversial debates all week when Mrs Evelyn Seloro, of the Textile Workers Union (Transvaal), accused a fellow Tucsa affiliate, the Textile Workers Industrial Union, of stealing her union's members. The resolution put to the conference was that "it would be wrong and inexpedient to institute mixed unions without the necessary checks and guarantees for the rights of blacks"

The motion was seen as an attack on Tucsa's "fundamental and long-standing commitment to non-racialism", branded racialistic and resoundingly defeated. But the broader implications — the fear among black unions of being dominated by long-established white and coloured unions — were not picked up and those fears were possibly strengthened by the treatment Mrs Seloro, who was in tears at one stage, received.

Several other delegates, such as Mr Ike van der Watt of the S A Boilermakers Society, said they would have been prepared to support the motion if it was differently worded or better motivated. As Mr Van der Watt said, the basic issue was the problem of whether blacks organised by Tucsa unions would find themselves without a voice in the organisation

A new presence at the conference was the Artisan Staff Association, a recent recruit from the all-white Confederation of

Labour. Their presence made a subtle difference to the proceedings in that resolutions which in the past would have gone through almost automatically were challenged

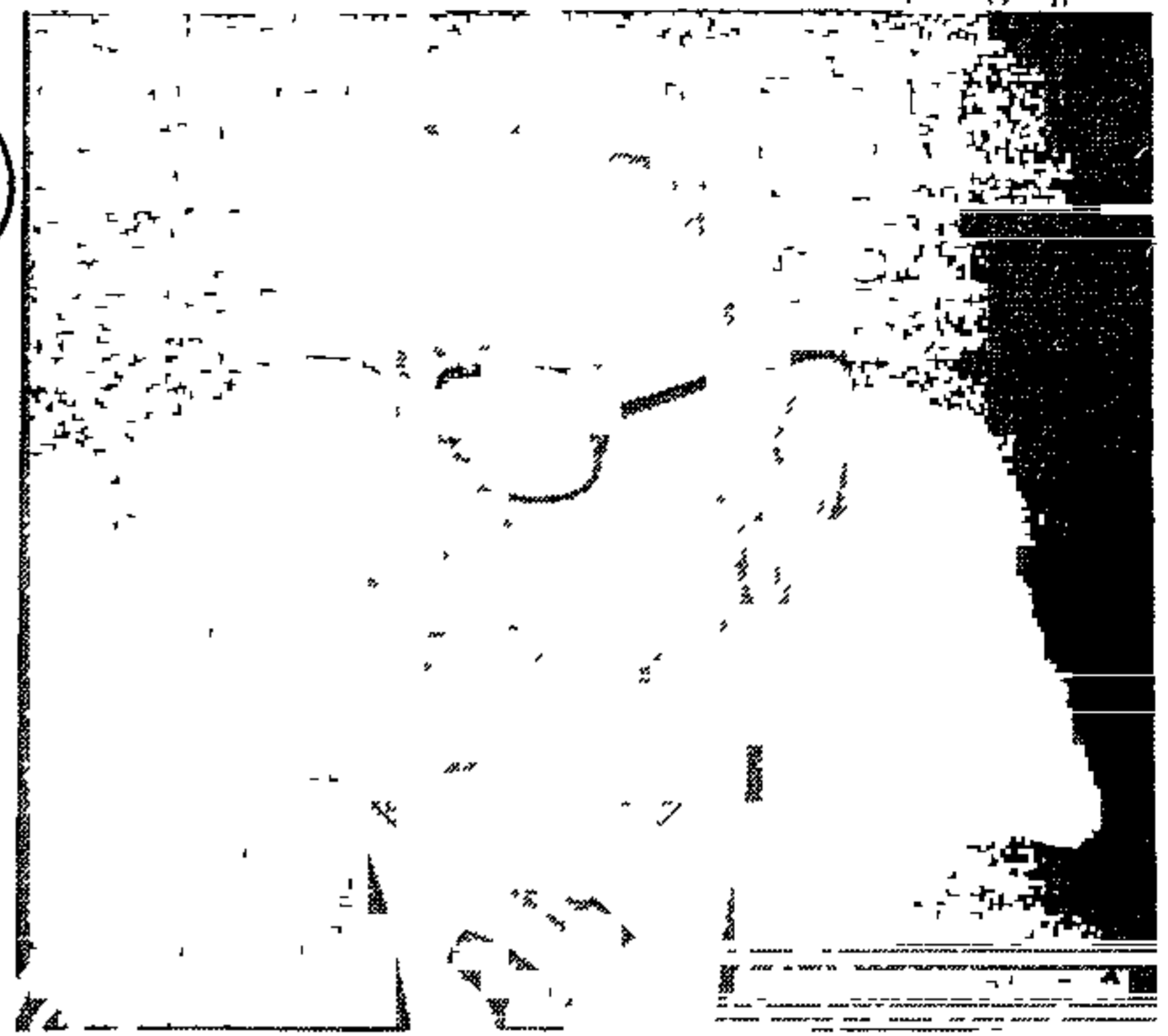
Resolutions which the Artisan Staff Association opposed included a call for the repeal of the Group Areas Act and a motion condemning detention without trial. The question that remains — as a further influx of unions from the right is anticipated — is whether they will change Tucsa or Tucsa will change them

But the real meat of the conference was the strong support registered for the industrial council system. As the full spectrum of the independent union movement has opted to seek to bypass industrial councils in favour of shop floor bargaining, it is this issue which fundamentally divides the trade union movement in South Africa

Academics, trade unions and employers who are critical of the industrial council system were sharply attacked and Mr Grobbelaar posed this question to the conference "Are these people who seek to work outside the industrial council system not perhaps seeking industrial chaos?"

One dissident view came from the diminutive secretary of the Witwatersrand Restaurant and Catering Trade Employees Union, Mr Morris Kajong who saw serious deficiencies in the industrial council system and said unless it improved its image and methods of operation it would not be able to attract blacks

But the clear message from the conference was a deep support for the established order — DDR



MR FANIE BOTHA speaking at the Tucsa conference yesterday

Botha: raise productivity

EAST LONDON — South Africa's productivity left a lot to be desired and was receiving serious attention, the Minister of Manpower, Mr Fanie Botha, said at the annual conference of Tucsa here yesterday

Mr Botha said the potential of every worker had to be fully utilised if maximum productivity was to be ensured. It was important that every worker had a job which corresponded with his abilities and interests

He said it was unacceptable that products from the Republic of China and South Korea should sell for half the price of South African goods. If South Africa wished to compete on the world market it had no alternative but to increase its productivity

"Wage levels should be kept on a realistic basis and related to productivity. At the same time, employees, particularly in the lower paid categories, should receive fair and reasonable wages, not only to provide a livable income but also to ensure a sound and contented workforce

"Workers who are employed in organised industry may exercise their rights to fair wages by negotiation, through their trade union, on equal terms with employers"

Mr Botha said he stuck to assurances that labour legislation would embody the principles of trade union autonomy, of indi-

vidual economic freedom and minimum government interference in private relationships between employers and employees.

"These principles have all been embodied in legislation passed recently by Parliament and they will be embodied in all future labour legislation."

Mr Botha said he was aware of criticism which had been levelled at the industrial council system and called on the councils to have a fresh look at the criticism

"The main criticism is that the procedures followed by the councils are too cumbersome and slow-moving and too far removed from workers on the factory floor

"But, realistically, are these shortcomings really of such a nature that we should throw the baby away with the bath water?"

Mr Botha said the industrial council system was a tried and tested collective bargaining mechanism and any attempt to streamline its procedures would render it more effective.

Mr Botha said a total of 188 trade unions had been registered at the end of 1980 representing a total of 808 000 employees. Since 1957 the number of trade unions registered had increased by only four, whereas the number of employees represented by the unions had increased by more than 100 per cent — DDR

Debate on squatters rejected

EAST LONDON — Delegates at the annual conference of Tucsa here yesterday voted not to debate the issue of the Nyanga squatters

The motion, which did not appear on the agenda, was proposed by Mr A Margolis of the Garment Workers Union of South Africa. It called on the conference to strongly

condemn the "harsh and inhuman treatment of the people of Nyanga" and to call on the Minister of Cooperation and Development to find suitable accommodation for the workers of Nyanga and their families and to scrap the coloured labour preference policy in the Western Cape

As an emergency resolu-

tion, it had to be put to the vote to gauge whether or not the conference wished to discuss it. A clear majority were against discussing the motion

Later Mr Margolis said it was hypocritical that an organisation which supposedly represented workers could turn its back on such an important issue — DDR

TAB 8-6
COLUMNS...CATEGORIES OF NOCROPS

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*	SOME	OTHER	MISSING
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*	133		
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TAB 8-7
COLUMNS...CATEGORIES OF NOCROPS

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*	SOME	OTHER	MISSING
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*	50	91	318
*	100		
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TAB 8-8
COLUMNS...CATEGORIES OF CATTLE

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*	SOME	OTHER	MISSING
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*	16	35	51
*	31	37	100
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TAB 8-9
COLUMNS...CATEGORIES OF GOATS

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*	SOME	OTHER	MISSING
*	*****	*****	*****
*	74	24	95
*	75	24	100
*	*****	*****	*****

Tucsa calls for uniform medical fee

By Tony Davis,
Labour Reporter

EAST LONDON — All medical practitioners should be subject to one established tariff of fees.

This was the subject of a resolution past the annual conference of the Trade Union Council of South Africa in East London yesterday

Tucsa's general secretary, Mr Arthur Grobelaar said the federation had opposed the separate tariff structure since the Medical Schemes Act had been introduced

The resolution also called for an inquiry into the cost of medicines as well as for provincial administrations to see that their staffs were adequately paid

INFLATION

Another resolution which was passed at the conference warned against cost of living increases and unchecked inflation

Tucsa president, Mrs Anna Scheepers, said that continued inflation could bring about serious industrial disputes

Speakers cited increases in food costs and the dwindling number of farmers in South Africa

Public investigation was required and the Consumer Council had to be seen as an effective body, the conference was told

LIST OF TABLETS

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1		CAYEN	3
2		HMBIZ	4
3		MALISE	5
4		LABELTT	5
5		INFORMAL	5
6		GIFTS	5
7		AGRIC	5
8		FIELDS	7
9		PLD	7
10		FIELD	7
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65		FIELD	7

Minister pledges fair dealings with workers

Star 18/9/81 135

Political Staff

CAPE TOWN — The Minister of Manpower, Mr S P Botha, today gave the assurance that he would continue to seek the co-operation and support of the workers in the achievement of the country's manpower goals

Opening the 27th annual congress of the Trade Union Council of South Africa in East London, Mr Botha said the Government had stuck to certain fundamental principles in its legislation on labour principles. These were:

- Trade union autonomy,
- Individual economic freedom,
- Maximum autonomy and minimum Government interference in relationships between employers and employees,
- Disciplined and orderly behaviour

Mr Botha said there was no doubt in his mind that the industrial council system had proved itself and at the end of last year there were 202 Industrial Council agreements covering 815 000 workers.

He said every effort was being made to bring the new manpower training bill into operation as soon as possible

Repeal Group Areas Act, says Tucsa

CV Post
17/9/81
135
Post Reporter

EAST LONDON — The Government was called upon to repeal the Group Areas Act, to allocate greater resources for the provision of housing, and to remove red tape that hindered the provision of housing, in a resolution passed at the Trade Union Council of South Africa conference here today

The resolution said the conference noted "with dismay and concern" the deteriorating situation in the provision of housing, especially for blacks

"It is this conference's belief that the State has an obligation to provide and facilitate the provision of housing of all its people," said the resolution

Mr I James, of the Johannesburg Municipal Combined Employees Union, said the Group Areas Act was primarily responsible for the present crisis in housing. He thought the lack of adequate housing was the cause of many of the prevalent social ills

The Government was urged to speed up the proclamation of townships and to consult the affected communities in the planning of housing

Mr W Grobler, of the Artisans Staff Association, said he could not support the resolution as the removal of the Act would not solve the housing problem overnight

The general secretary of the Textile Workers Industrial Union, Mr Norman Daniels, said the Group Areas Act had destroyed cheap housing

● See Pages 2 and 4

Lucy Mvubelo anxious to set record straight:

'WE WANT FREEDOM'

21/9/81 SWEETMAN

135

UNIVERSITY OF CAPE TOWN

SYDNEY, Australia - "We want our freedom and to be included in the voting process. We want to be free like other countries are free. We have waited too long. For more than 300 years blacks have been oppressed by their own motherland."

The speaker was trade unionist leader Lucy Mvubelo, who has been coldly received in Australia and accused of being a "government stooge" and an "Aunty Tom" Now she was anxious to set the record straight

Billed by her sponsors the Australia-South Africa Association, as a trade union moderate, Mrs

OWN CORRESPONDENT

Mvubelo, general-secretary of the National Union of Clothing Workers, has clashed here with the media, the Australian Council of Trade Unions and opponents of South Africa's racial policies

Mrs Mvubelo insists that because her union tried to stay on good terms with the South African Government and had capitulated to the authorities in the past, it does not mean that she agreed with the system, even if her union did try to work within it

In an interview here she dropped the name of Lucy in favour of her African name, Buyaphi, and surprised her critics with an attack on the South African government

She said that because the youth of the country — both black and white — had lost patience, South Africa would "blow" sooner than anyone realised

The fact that weapons were being

brought into the country from Marxists was "worrying", but the youth today said, "the devil we do not know is better than the devil we do know"

"Unless Prime Minister Botha accelerates his changes which were going well in 1978-79 and then stopped in 1980, I'm afraid South Africa is leading to catastrophe," said Mrs Mvubelo

"South Africa doesn't belong to the whites as they claim They are still waiting on the President's Council recommendations, moving at a snail's pace and are confronted by radical Afrikaners who would rather turn the clock back

"Whites do things for the blacks, not with them The whites claim they know us, but we are the large separate entity Whites in South Africa fear their own shadows minor changes like being allowed in white hotels don't help me — I haven't got the money to go into them

"If the revolution does come it will happen everywhere, but particularly Johannesburg because that is where the blood is boiling," she said

LECTURE DATE	LECTURE NO.	TOPIC	COURSE
10 August	17	Source	Double Tax Agreements
17 August	18	U.P.T. (includ foreign compar	
24 August	19	Tax Planning Foreign Compa	

SA 21/9/81
135

'Aunty Tom' jolts Aussies

"Unless Prime Minister Botha accelerates his changes which were going well in 1978-79 ... I'm afraid South Africa is heading to catastrophe." — Mrs Mvubelo said in Sydney.

Own Correspondent

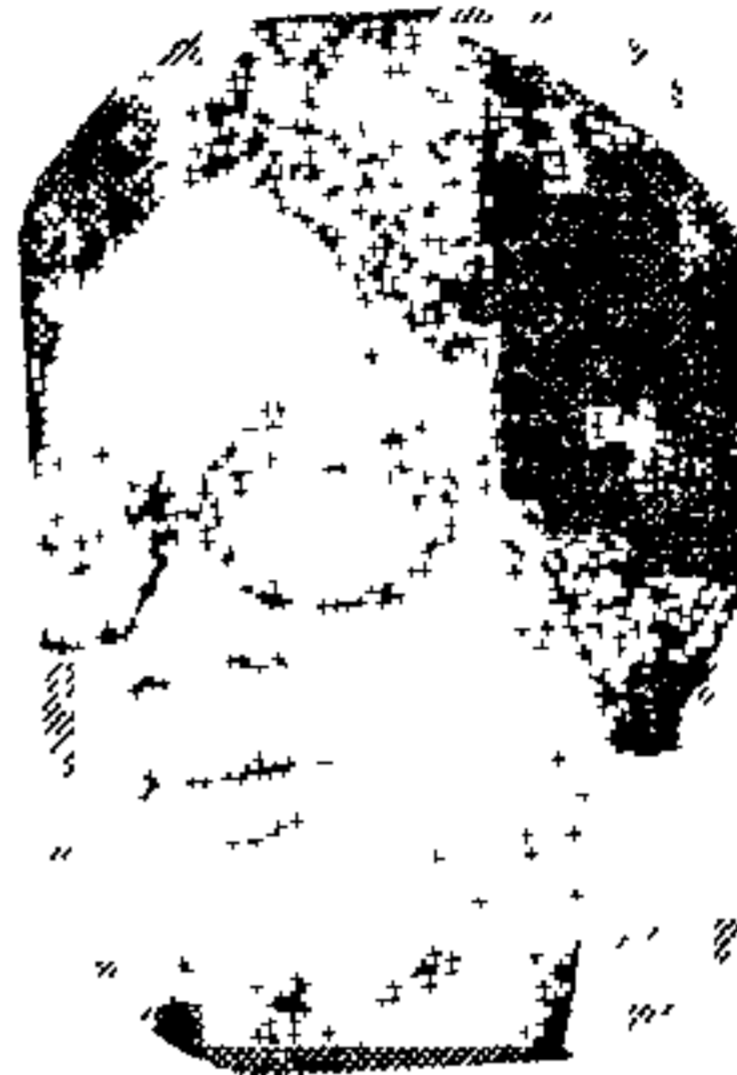
BRISBANE — Black unionist leader, Mrs Lucy Mvubelo (61), general secretary of the 23 000-strong National Union of Clothing Workers in South Africa, who has been coldly received in Australia accused of being a "Government stooge" and an "Aunty Tom (or Thomasina)" is anxious to set the record straight

Billed by her sponsors the Australia — South Africa Association as a trade union moderate, she has clashed with the media, the Australian Council of Trade Unions and the Reverend Alan Walker an implacable apartheid opponent

She has also been confronted daily with newspaper stories about the firm stand of Australia's Right-wing Prime Minister, Mr Malcolm Fraser, against South African policies on SWA/Namibia and Angola

In an interview in Sydney Mrs Mvubelo, who has an honorary degree of Social Science from Rhodes University, dropped the name of Lucy in favour of her African name, Buyaphi. She surprised her critics with an attack on the South African Government

Because the youth — both black and white — had lost patience, South Africa would "blow"



Mvubelo . . . "SA will 'blow' sooner than anyone expects."

sooner than anyone realised

She said the fact that weapons were being brought into the country from marxists was "worrying" But youth today said: "The devil we do not know is better than the devil we do know"

"Unless Prime Minister Botha accelerates his changes, which were going well in 1978-79 and then stopped in 1980, I'm afraid South Africa is heading to catastrophe," said Mrs Mvubelo

"South Africa doesn't belong to the whites as they claim. We are still waiting on the President's Council recommendations — moving at snail pace and confronted by radical Afrikaners who would rather turn the clock back"

XI

Tucsa's achievement — voice of power

Star 25/9/81

135

Tucsa, a federation of 61 unions, has confirmed its strength in the labour arena. Tony Davis reports on its recent congress.

The 27th annual conference of the Trade Union Council of South Africa (Tucsa) was held in East London last week and the federation once again showed its strong influence in the labour arena.

A banner above the stage proclaimed "The Labour Relations Act — Tucsa's Achievement"

This was a reference to Tucsa's written submissions to the Department of Manpower on the controversial Labour Relations Act which was recently passed through Parliament.

A number of the more controversial clauses were removed from the final Bill — an apparent response to Tucsa's strong criticisms

And Tucsa had every right to feel its weight is being felt in the labour arena.

On Friday the Minister of Manpower, Mr S P Botha, told delegates that Tucsa was one of the country's most important employee bodies since it represented the views of a large number of workers in different sections of the South African economy

Tucsa had also played a leading role in the growth

and stability of the labour movement in South Africa and it had "a duty and responsibility to continue to play that role," Mr Botha said.

Tucsa is a federation with 61 affiliate unions and a combined membership of about 370 000

There is obviously a wide spread of trade union beliefs in so large a body although few divisions came to the fore during the week-long conference

Most of the 45 resolutions on the agenda went through unopposed, with the sole opposition of the Artisan Staff Association and Mine Surface Officials' Association to resolutions which condemned bannings and detentions without trial and housing issues and the Group Areas Act

Tucsa's general secretary, Mr Arthur Grobelaar, kept a firm hand on procedures and, at times, referred divisive issues to the federation's national executive committee

At the end of the conference a move was made by members in the Garment Workers' Union to have a resolution put to debate on the subject of the Nyanga removals in the Cape and the resolution sought to condemn the authorities for "harsh

and inhuman" measures. This move was defeated. Some of the major labour issues passed included

● A call on the Government to make public the sixth report of the Wiehahn Commission.

● Tucsa to investigate registration procedures, in-company unions and



S P Botha . . . a duty to continue working for growth and stability.

the industrial council system

● Extending trade union rights to farm and domestic workers

● A call for pensions for all workers

Would-be leaders

'will use unions'

By GERALD REILLY

EVERY failure to establish proper employer-worker relations in South Africa would give impetus to a cry for extremist political solutions, the general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubela, said in Pretoria yesterday.

She warned the Institute of Personnel Management conference that the battle between black trade union leaders for membership for their organisations had begun.

"We find many would-be leaders seem to think the trade union movement must be used for political purposes, rather than the securing of economic security for members"

Among these so-called leaders

were those who believed existing institutions were tools of the Government; that industrial councils had to be condemned, that registration of trade unions was an evil

Experienced trade union leaders were branded as Government stooges by these would-be leaders

They ensured that industrial strikes were created and strikes preceded negotiations.

"To avoid the obviously threatening explosion in the labour situation the Government had granted trade union rights to blacks"

But it was for the wrong reasons Union rights were to be a palliative for the denial of political rights.

"It was calculated to ease external pressures and avoid overseas unions from taking action against South African exports and imports

Broaden

The Deputy Director-General of the Department of Manpower Utilisation, Dr Piet van der Merwe, told the meeting that the foundations of South Africa's labour dispensation would continue to be strengthened and broadened

Dr Van der Merwe is a former member of the Wiehahn Commission.

He said the changes would take the form of further legislative and institutional reforms, reports Sapa

Two Bills - the draft Bill on Machinery and Occupational Safety and the draft Bill on Conditions of Employment - would be introduced during the 1982 session of Parliament.

Bills

The Bills would replace the Factories Act and the Shops and Offices Act

Other issues being investigated are

- The registration procedure in regard to trade unions, which is largely based on the representative status of unions applying for registration;
- The functions of the Industrial Court;
- The functions and powers of work councils and other negotiating bodies at plant level, and,
- Further investigation in regard to the closed shop practice.

UNIVERSITY OF CAPE TOWN
DEPARTMENT OF ACCOUNTS
TAXATION AND ESTATE DUTY
COURSE OUTLINE/READING LIST - 3YC
THE INCOME TAX ACT

LECTURE DATE LECTURE NO. TOPIC

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The relevant paras. in Chapters 9, 11, 12 and 26

ss. 11(a), (i), (j), 12, 13, 22, 22A, 24A, 103(1), 103(2)

14 September 21 Tax Planning for

- Business Acquisitions
- partnerships and joint ventures (briefly)
- acquiring assets and liabilities
- acquiring shares
- interest payable on acquisition

21 September

REVISION

T.142
T.143
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EXAMINATION - OCTOBER 1981

N.B. THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

Transvaal shop hours may change

20M 30/9/81
13g

By GERALD REILLY

THE Provincial Executive Committee has reopened the prickly issue of more flexible shopping hours in the Transvaal

The MEC in charge of shop hours, Mr Johan Griffiths, said in Pretoria yesterday he had called on interested parties, including the National Union of Distributive Workers, to submit their views to him on late opening on Friday nights and open shops on Saturday afternoon

Meanwhile the Competitions Board has submitted a report to the Government recommending that shops should remain open all day Saturday and part of Sunday — and remain closed on Mondays

According to the board's report retailers' hours are fixed by inflexible legislation and this has a detrimental effect on productivity

It also led indirectly to higher prices

The board pointed out that trade before 9 30am and on Mondays was relatively weak — hence the recommendation that shops should shut on Mondays, that shops should only open at 9 30am and that they should remain open all day Saturday and part of Sunday

The adjusted hours, the board claims, would improve productivity They would also be to the advantage of the retailer and the consumer

Mr Griffiths said before deciding on an adjustment of shop hours Exco wanted to test public opinion as well as the opinions of consumers and shop workers

The National Union of Distributive Workers, which was opposed to any interference with the existing shopping hours, would be asked again to submit its views.

One argument against an extension of hours into Friday nights and Saturday afternoons was that it would have a disruptive effect on shop workers' family lives

Some of the big chain stores, Mr Griffiths said, had warned that extended shop hours would mean higher costs and higher consumer prices

"However there are many factors which will have to be taken into account before the executive committee comes to a final decision — which will probably be before the end of October", Mr Griffiths said

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CLOSED shops — agreements whereby workers have to join a trade union — recently hit the headlines when workers at a Johannesburg company lost their jobs for refusing to join a union. But the issue is sparking unrest in several industries and lawyers believe existing closed shops may be illegal. Labour Reporter STEVEN FRIEDMAN reports.

Sign

up or

get

out

139 135 157

— new union battle

TIME was when many black workers feared the sack if they joined a trade union. Now many face a firing if they don't join

The reason is the closed shop, a time-honoured custom whereby unions and employers agree that all workers in an industry must be union members

This practice hit the headlines recently when 26 workers at the United Tobacco Company (UTC) lost their jobs after refusing to join Tucsa's African Tobacco Workers' Union (ATWU) which negotiated a closed shop with employers

But it is also an issue in the metal motor components furniture and printing industries, where established unions have negotiated closed shops, forcing blacks to join their unions

It has already sparked a strike and there are fears it could spark others

To add to the controversy lawyers say the established unions are negotiating closed shops which may violate labour law

Closed shops are not new and many industries have them

They are usually negotiated at industrial councils and compel members of unions on the council to work only for members of the party employer association and members of the association to only employ union members.

In some industries, such as metal, the closed shop only affects some jobs and workers may belong to any of the unions on the council

But in other industries all workers must belong to a specific union. On the mines, workers in a particular job must join a specific union

Most closed shop agreements go back at least a decade

Blacks could not legally join

unions which bargained on industrial councils and were thus not covered by the closed shop which applied only to workers eligible for union membership

But blacks are now eligible and thus subject to the closed shop

According to unionists and labour lawyers, this has given established unions a large (and unwilling) black membership at the stroke of a pen

After receiving Ministerial approval to do so, they simply amend their constitutions to allow them to recruit blacks. Because blacks are now eligible, these unions say they are covered by the closed shop

But lawyers say this may violate labour law, which allows industrial councils to negotiate closed shop agreements

The Minister can only approve such an agreement if he is satisfied that the parties who signed it are "sufficiently

proving that it represents any

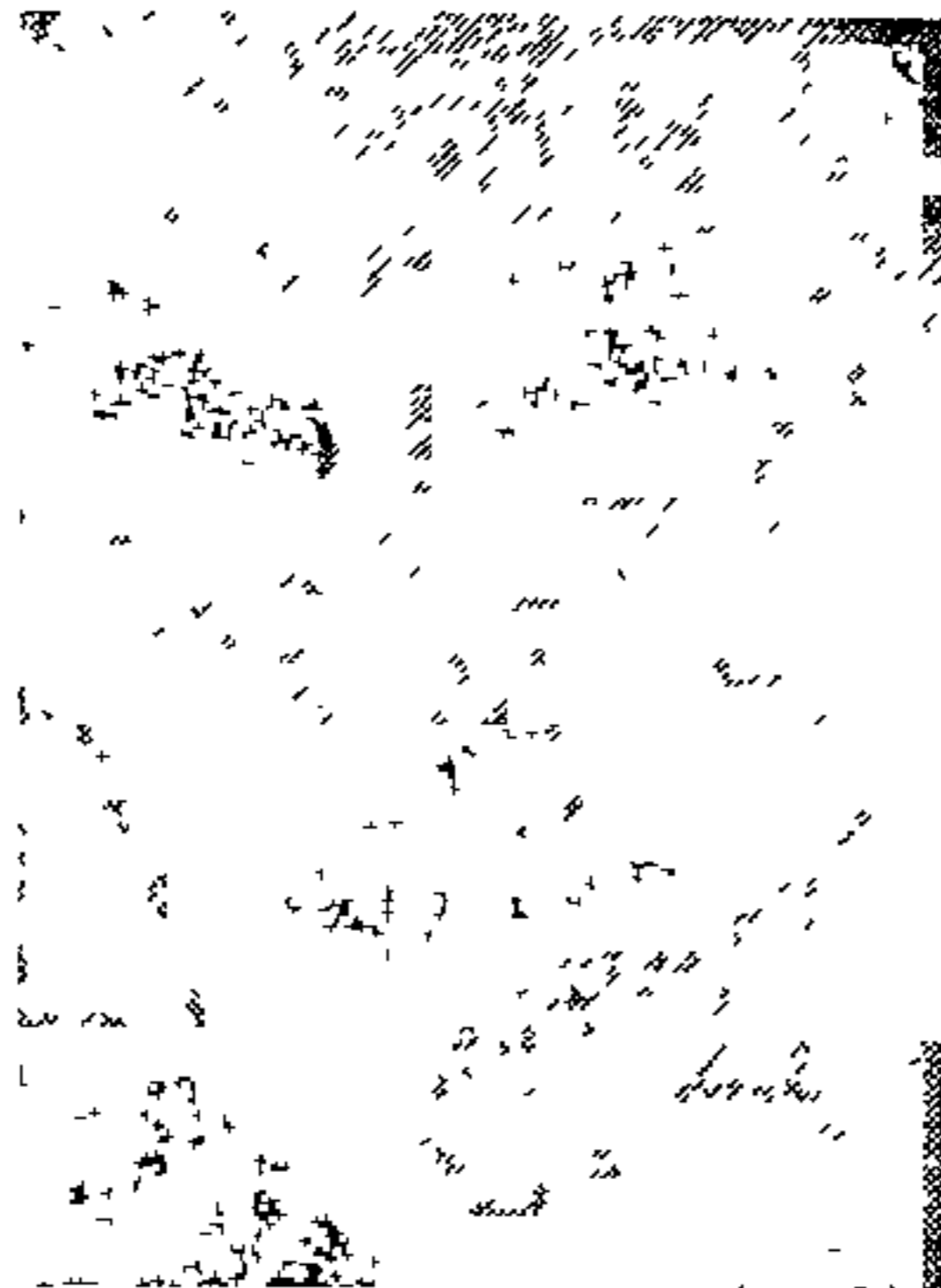
Mr van Noordwyk confirms that some closed shops are extended in this way and adds "We cannot intervene until after November 1, when the new Act comes into force. Some closed shops might then not be renewed by us"

He says officials will look at new closed shops "on their merits"

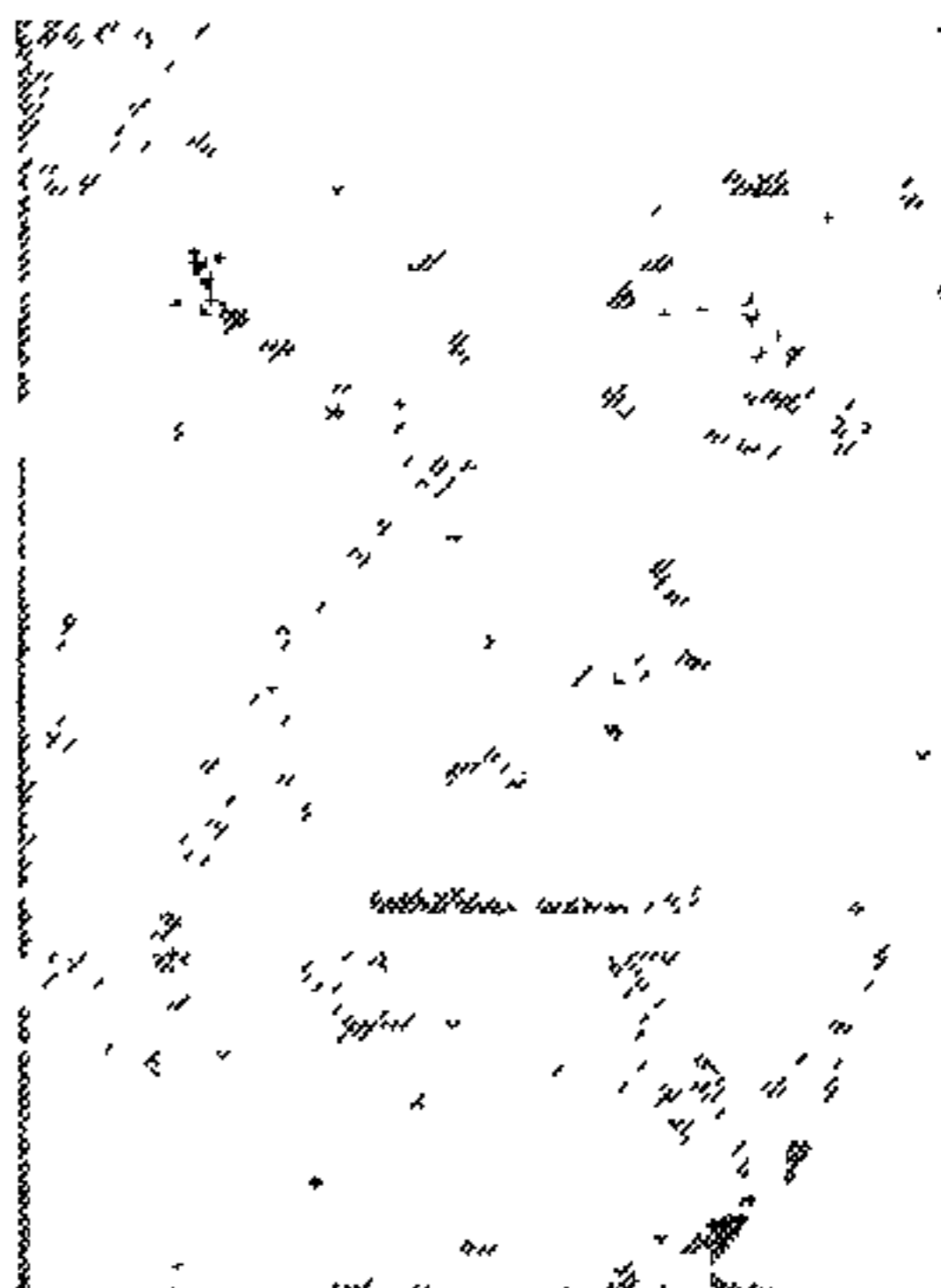
But the problem doesn't end there. Black unions have constantly accused their established counterparts of "organising management, not unions"

By this they mean that some established unions use their relationship with employers to aid their black organising efforts

This could simply mean allowing the union to address workers while denying that right to other unions. But it has been known to include active organising efforts by the company personnel office



DR ANNA SCHEEPERS ... "Why does a freeloader enjoy benefits."



MR ROD IRONSIDE ... Closed shops should be abolished.

But he supports agreements compelling workers to belong to a union on an industrial council — though not to a particular one.

"I feel workers must join a union so they are protected and union members are not undercut. But it should be up to them which union they join," he says

Mr van der Watt concedes that this may be seen as a means of forcing unions to join industrial councils — they would have to belong to one of the closed shop unions. But, he says, "the answer lies in changing the registration procedures so that they can join the councils"

Excluded from negotiations

He says he might be prepared to concede to employers "right of workers not to belong to a union — if those workers were excluded from negotiations."

He says employers often want to establish works councils for non-members

"This means they are forcing them to bargain through a council which they might not support. This doesn't sound like freedom of association to me"

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, concedes that unions with a specific closed shop can enforce job bars blocking black applications to join their union

But where workers can join any union and there are black unions on a council, "they can always get the job by joining the black union," he says

A key argument for the closed shop, says Mr Nicholson, is that it "is a source of industrial peace and a bulwark against union militancy"

"Unions who have no closed shop have to blow up every issue to demonstrate their muscle. We

cont ↓

representative"

In the case of a union or unions, "this would certainly mean they would have to represent a majority," says the Industrial Registrar, Mr Matt le Roux

Minority union

And another senior Department of Manpower man, Mr Mike van Noordwyk, says the Department would not allow a minority union to negotiate a closed shop

When many existing closed shops were signed, the unions did represent a majority — of non-blacks. These agreements were therefore ratified and are legally binding

They may no longer be representative — because blacks are now "employees" — but they are using their existing agreements to incorporate blacks in the closed shop

"They are using their representativeness in one situation to claim rights in a changed one. The courts could overrule this," says a lawyer

Some industries, like metal, are granting exemptions from the closed shop, but others are "backing minority unions by refusing exemptions," he said

At some stage, of course, these agreements will expire and the new agreement will have to be submitted to the Department

But then, say lawyers, the unions will prove representativeness by "simply producing scores of black members — all of them forced to join under the old closed shop clause"

Registered unionists say registration procedures prevent abuses of this kind by insuring that unions who are registered for blacks are representative

Not so, say lawyers. If no other registered union objects, an established union can win registration to represent blacks without

Joined voluntarily

Thus, black unions say, a registered union could satisfy the authorities that it represents a majority, even if few workers joined voluntarily

At UTC, where the company says ATWU represents a large majority, workers claimed they knew nothing about the union and had never met its officials

While the union's secretary, Miss Christine du Preez, says they joined voluntarily, UTC says it did grant ATWU facilities, like the right to approach workers during breaks. Workers may have believed management wanted them to join

Black unions thus see the closed shops as a tactic by registered unions to win members they could not otherwise win because of black resistance

That claim is given substance by the mining unionist who recently complained about employers' unwillingness to grant him a closed shop

"Recruiting workers without a closed shop is expensive and time-consuming," he said

But while most registered unions support the closed shop, they say they only negotiate it when they represent a majority

The row has again highlighted the closed shop — a source of controversy both here and abroad

The attack on it in countries such as Britain has been led by conservatives who fear it as a source of union power

Strikes there are legal, and the closed shop is used to ensure that a minority honours the decision by a majority to strike

Critics argue that workers have a right not to join unions and recently won a judgment in their favour from the European Human Rights Court

Here, the issue has received attention from Government policy-makers — chiefly on the

The Government decided that existing closed shops could continue but that new ones would not be sanctioned (this does not seem to have been rigidly applied — the tobacco closed shop agreement was signed this year)

But the National Manpower Commission probed the issue and last month the Government accepted its recommendation that the practice be allowed

The only change it recommended — which has been incorporated in a draft Bill — is that workers have 90 days to join a closed shop union

Officials believe this gets round the job reservation problem by actually getting workers into the job before the closed shop comes into play

Employers tend to back the abolition of the closed shop

Thus, Mr Rod Ironside, chairman of the Federated Chamber of Industries' labour affairs committee, says his committee is to discuss the issue at its next meeting, but adds "Personally, I would like it abolished"

He cites the freedom of association argument and adds that the closed shop is "seen as a form of job reservation"

Registered unions

And, says Mr Ironside "It means unions don't have to sell their services to workers. Closed shop unions have a very comfortable life and don't have to work at winning worker support"

The practice's chief supporters are registered unions. Their key argument is spelt out in *Garment Worker*, journal of the *Garment Workers Union*, whose president, Dr Anna Scheepers, is also president of *Tucsa*

It asks "why a freeloader should enjoy benefits won by other workers?"

Its argument is that, where most workers join a union, that union will negotiate work conditions for all workers

The minority will benefit from those negotiations, whether they join or not. They should therefore join the union and pay dues to it, so that they do not enjoy the fruits of union members' efforts without contributing.

Mr Ike van der Watt, general secretary of the *SA Boilermakers' Society*, rejects closed shops tying workers to a particular union

Aid stability

This, he says, is why employers agree to closed shops — despite their stated objections. *Garment Worker* also says closed shops aid "stability"

But he insists that this doesn't mean unionists can rest on their laurels. Members of closed shop unions can join other unions as "dual members". And closed shop unionists can be voted out of office

Black unionists insist that "a system which doesn't keep a union on its toes is a bad one — being tested on every issue is what unionism is all about"

Few black unions have taken a considered policy stance on the closed shop principle and they are not necessarily against it

Fosatu's spokesman says its unions may, at some stage, consider demanding closed shops. But, he adds, "they must at least be freely negotiated by a majority union at plant level"

Thus, even if a union represents a majority of workers industry-wide, it should not be able to force membership on a plant where most workers have not joined it

And black unions insist that, despite the stated opposition of employers to the closed shop, many are happy to sign such agreements because "it suits them very nicely by locking in a tame, compliant, union"

Key issue

The closed shop is set to become a key labour issue — and a source of unrest — as black workers reject unions which have been "forced" on them

The issue is also a source of dissatisfaction for employers who want to work out an accommodation with black unions free of industrial council influence — it is the councils which apply the closed shops

Where closed shops are aimed at keeping representative unions out, they are likely to have as little success as other measures aimed at the same thing

And councils may find it increasingly difficult to maintain closed shops in the face of growing black worker disenchantment

Railways union demands 17½% rise

RPM 2-10-81 (135)
Mall Reporter

THE 22 000 strong Artisan Staff Association (Asa) yesterday submitted a pace-setting demand for increases of 17½% from April next year to the Minister of Transport, Mr Hendrik Schoeman in Cape Town.

And if increases are granted to the other six SAR unions and to the 150 000 black railway workers, the Minister's annual wage and salary bill could go up by about R300-million.

Asa is the first of the seven white railway unions to lay its demands before the Minister. The others will meet him over the next two months to make their own demands.

It is expected that they will follow the lead of Asa.

In an interview after yesterday's meeting with Mr Schoeman, Mr Jimmy Zurich, president of Asa, said the Minister was told that Asa wanted full compensation for the inflation rate during the 12 months preceding next April.

Open door

On Tuesday, the general manager of the SAR, Dr Kobus Loubser, assured Mr Zurich that the door was open for the admission of black apprentices to railway workshops.

Mr Zurich said it appeared to be accepted that greater numbers of blacks would have to be employed in what were once work areas exclusively reserved for whites. "There are just not enough white hands around to do all the work and it would be suicidal to ignore the potential of the other racial groups."

Stop 2/10/84
Dismissals

Managements ⁽³⁾ criticised for mass worker dismissals in an editorial in the "Garment Worker," a publication of the Garment Workers' Union and the National Union of

Clothing Workers Mass dismissals were seen as strike-breaking and represented a "hollow victory" for managements. They also led to bitterness within the community and distrust by the new workforce. Managements had to change their beliefs that unions were "the enemy." The editorial was also critical of management tags such as "intimidators" and "agitators."

Unions meet on job reservation

SOUTH AFRICA'S mining unions met in Johannesburg yesterday to discuss the Wiehahn Commission's report on the mining industry which was tabled in Parliament on Wednesday.

The meeting was one of a number of scheduled meetings held this year by the mining unions which have been trying to resolve issues posed by the Wiehahn report.

Unions at the meeting represent over 100 000 mine workers and involve unions belonging to the Federation of Mining Unions as well as unions representing mine officials.

Mr Ben Nicholson, chairman of the Federation, said that the Wiehahn report on the mines would be discussed.

"Now we have to regulate our own affairs and we have been given something concrete to work on," Mr Nicholson said.

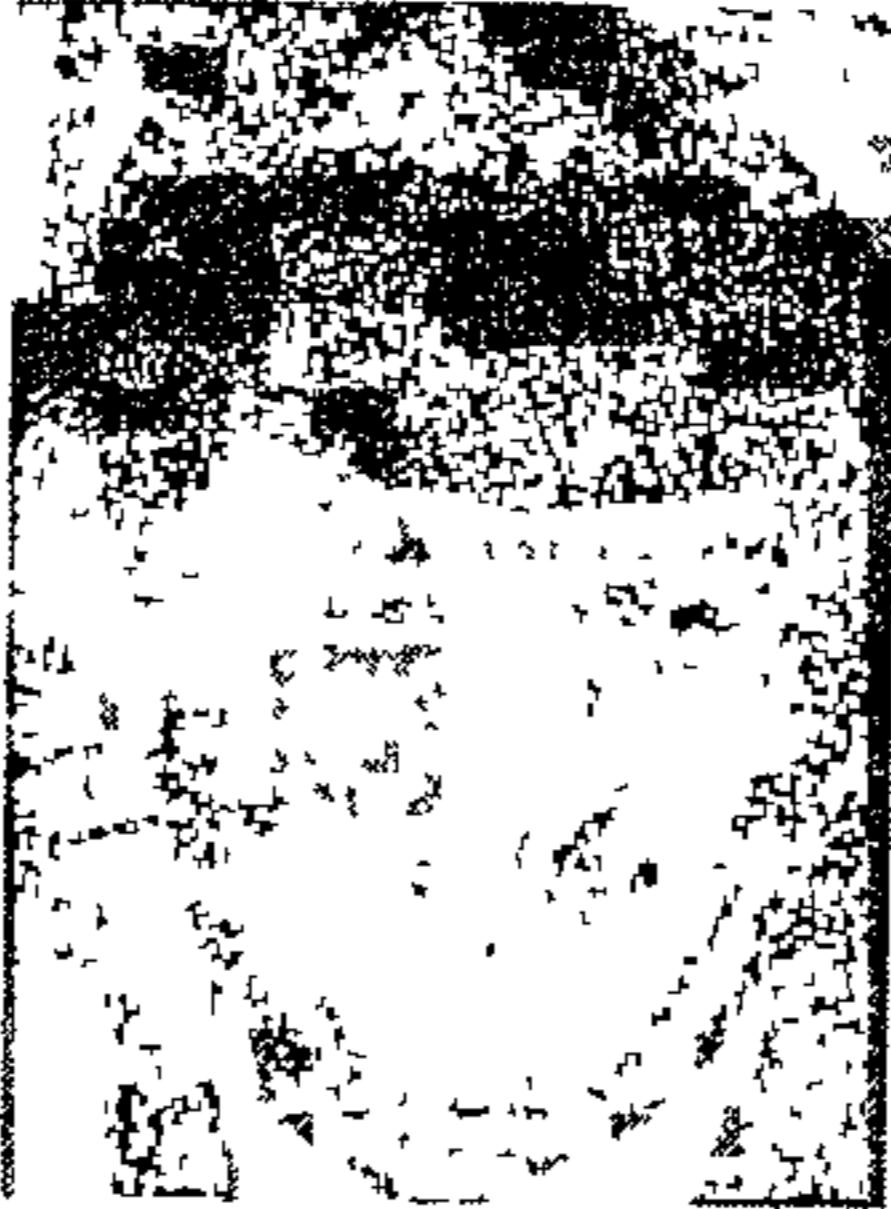
He warned that unless the industry came up with some formula the Government could take unilateral action.

The general secretary of the S A Boilermakers Society, Mr Ike van Der Watt, said the industry now faced the task of having to come up with some kind of 'machinery' to run its affairs.

"A tremendous amount of responsibility is being placed on the shoulders of

the unions and industry," Mr Van der Watt warned.

But while unions meet to discuss issues such as safeguards for white mine workers and the removal of job reservation on the mines, underground workers in the Western



ARRIE PAULUS: They wait for him.

Transvaal and Orange Free State are said to be 'furious' about the Government's acceptance of many features of the Wiehahn report.

Organisers for the all-white-member Mine Workers Union (MWU) and shift representatives at a number of mines said mine

workers were waiting for the union to call a meeting to decide on what course of action to take.

"We're waiting for Arrie (Arrie Paulus, secretary of the MWU) to call a meeting," one union organiser said.

Asked whether strike action was being considered, a shaft representative said "That's one of the options we will have to consider, but this time we'll be organised."

The MWU is scheduled to hold new elections next week and Mr Paulus yesterday described the elections as the most important in the union's history because of the issues involved.

He said he would not comment at this stage on pending negotiations with the Chamber of Mines on the issue of black workers being admitted as 'competent' workers on the mines.

However, shopkeepers in Westonaria, Welkom and Carletonville have welcomed the proposed changes to the industry as they anticipate a new wave of prosperity and spending by black mine workers in new posts.

RPM 3.10.81

REPRESENTATIVES of all mining unions met in Johannesburg this week and decided to meet jointly with the Chamber of Mines on future labour practices and industrial relations in the industry.

The meeting came a day after the tabling of the sixth Wiehahn report in which the commission recommended the scrapping of statutory job bars in the industry — provided this was done through negotiation between employers and unions.

In a White Paper tabled with the report, the Government accepted this in principle, but said unions and employers should take the initiative to reach a compromise.

A spokesman described this

MINE UNIONS TO SEE Chamber jointly

By RIAAN DE VILLIERS

week's meeting as "new and unique" and added "It augurs well for the future unity of employee organisations in the industry."

He said the meeting was held to discuss the issue of the Chamber's approach to future industrial relations and job practices. The unions had decided on joint talks with the Chamber on these issues instead of meeting with it separately, which had been the case up to now.

"We have informed the Cham-

ber of our decision and are now awaiting a reply," he said. The meeting was attended by the seven member unions of the Council of Mining Unions as well as the three officials' associations on the mines.

Among unions represented was the Rightwing Mineworkers' Union which has pledged to resist black job advancement on the mines.

Its general secretary, Mr. Arrie Paulus could not be reached for comment but a union spokesman said he would comment on the report and White Paper as

soon as he had studied them. Mr. Ben Nicholson vice-chairman of the Council of Mining Unions, said the recommendations were not unexpected and had been awaited for a "year or more".

He said he was still studying the recommendations but added "I don't see any obstacles which cannot be overcome during negotiations to find an acceptable industrial relations structure".

Meanwhile, the Opposition spokesman on labour Dr. Alex Boraine, has challenged the Gov-

ernment to face up to Rightwing mineworkers and allow black miners to obtain blasting certificates our **POLITICAL STAFF** reports.

He said the Government had avoided an immediate commitment to alter the controversial and discriminatory definition of 'scheduled persons' in the Mines and Works Act.

The existing definition effectively barred blacks from obtaining a blasting certificate while the change to 'competent person' recommended by the final report of the Wiehahn Com-

mission would end this prejudice to their chances of career advancement.

Dr. Boraine criticised the Government White Paper on the report which said the Government had accepted in principle that statutory restrictive employment measures must be repealed but that a compromise first had to be reached by employers and the unions concerned.

By adding a long list of provisions, the commission had opened the way for the Government to drag its feet which it was now

doing

"Whilst agreeing with the spirit of the recommendation, the Government does not intend to do anything about it," he said.

What it should do is to announce its intention of repealing the offending section in the Mines and Works Act.

'But because of its fear of the militant Rightwing white Mineworkers Union the Government has done a cop-out instead of making bold moves to match its fine words the Government sits on the fence - paralysed and ineffectual

Country hit by wave of strikes

Star 3/10/81
 152
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Union leaders have recommended that about 2 600 striking workers in East London should return to work on Monday, according to management spokesmen

The workers were among at least 5 000 who brought production to a halt at six strike hit factories in various centres of the country yesterday

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had re-

commended a full return to work. Union spokesmen could not be reached for comment on the management statement.

Dismissal

Management announced yesterday that 2 600 workers had brought the plant — which employs 3 300 — to a standstill and that those not back at work on Monday would face dismissal

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of

violence at the plant.

At the start of the session, CDA Managing director, Mr Leo Borman, announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute another black worker's dismissal to suspension

And at the Huletts' Amatukulu, Darnall and Mount Edgecombe sugar mills, about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub-committee to discuss the dispute on Monday.

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1 400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union, and the Tucs-a-affiliated Radio, Television, Electronic and Allied Workers Union

APPEAL

At the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an AECWU spokesman appealed to management to follow...

other milling companies by negotiating conditions for a return to work.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Kruger-dorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act

MERCEDES WORKERS

GET INTO GEAR

Argus 3/10/81

WORLD
NEWS

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Weekend Argus Correspondent

JOHANNESBURG — Striking workers at the Mercedes car plant in East London will return to work on Monday after negotiations between the management and the union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed to call on workers to return to work.

Talks would be concluded on Monday morning, said union leader Mr Cornelius Fazzi.

About 2 600 workers were on strike at the plant, resulting in its closure. The management has warned that those who not return to work face dismissal.

Production remained at a standstill at six strike-hit factories yesterday as at least 5 000 workers in various centres continued their industrial action.

Pensions

At the Hulett's Amatukulu, Darnall and Mount Edgcombe sugar mills about 1,100 workers are still on strike in a demand for the immediate return of their pension contributions.

The industrial council for the sugar industry has decided to appoint a sub-committee to discuss the dispute on Monday.

The management of Telephone Manufacturers of South Africa (Temsa) in Springs reversed an earlier ruling that the 1 400 workers on strike at the plant had 'dismissed themselves' by ignoring return-to-work deadlines.

The dispute was touched off by the dismissal of three men on Wednesday, allegedly for playing cards on duty.

A Temsa spokesman said the plant would be open on Monday and that talks would be held with the Electrical and Allied Workers' Union and the T u c s a-affiliated Radio, Television, Electronic and Allied Workers' Union.

WEEKEND ARGUS CORRESPONDENT

And at the H Lewis Food Company in Kemp-ton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers' Union is still seeking talks with the management.

An AFCWU spokesman appealed to the management to follow the example of other milling companies by negotiating conditions for a return to work.

The company has said it will negotiate with the union if there is a return, but has reportedly warned that 150 workers may be permanently laid off.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Laupaaidsvlei appeared in Krugersdorp Magistrate's Court yesterday charged with incitement to strike.

R33-m

15 percent more *Argus 3/10/81*

PAY RISE

for ⁽¹³⁵⁾ ~~184~~ ~~216~~ city clothing workers

By TOM HOOD

A PAY deal will put an extra R33-million in the pockets of Cape Town's 58 500 clothing workers next year.

Mr A M Rosenberg, chairman of the industrial council for the Cape clothing industry, announced today that workers in 372 factories will get a 7,5 percent rise in December, followed by another 7,5 percent in the first pay week of July.

The increases start from the beginning of the December holiday period, and will be included in holiday pay.

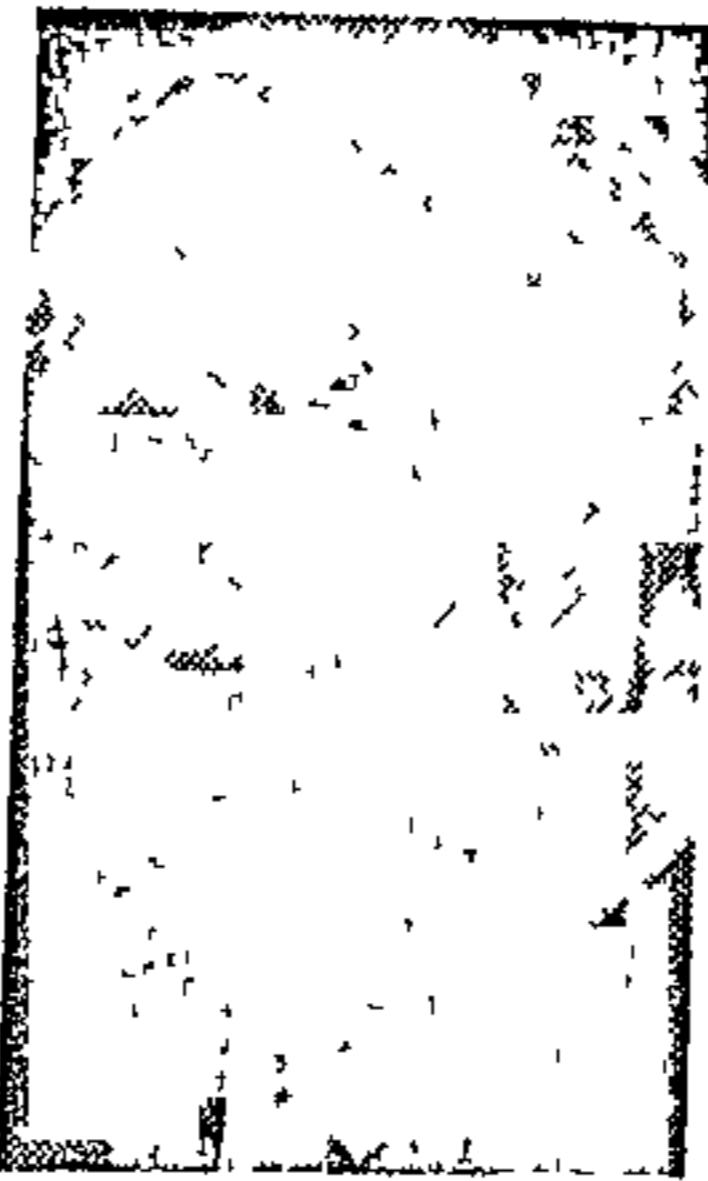
They take the Cape industry's yearly wage bill to about R140-million

Starting pay for a learner will go up to R25 from R21 a week, and compares with R17,50 in Johannesburg and R20 in Durban

The minimum for machinists — the biggest group rises from R37,10 to R40 in December and R43,80 in July

No adult will be paid less than R30 a week

Mr Rosenberg said 'The infusion of over R33 million during 1982 will have a markedly beneficial effect on the economy of the Western Cape, offsetting in part the decline in income of the agricultural sector'



Mr A M Rosenberg

Talks

Asked if higher wages will push up clothing prices, he said 'Internal competition and the regrettable increase of imports of clothing will mitigate against any sharp rise'

The rises follow weeks of negotiations between the Garment Workers' Union and the two employers' organisations, the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association.

A move to end wage discrimination between

men and women doing the same jobs — for example, machinists — is also being made by the industrial council, which has appointed a committee of employers and workers to examine the numerous adjustments and alterations needed.

The general secretary of the Garment Workers' Union, Mr Louis Petersen, said the union was 'quite happy' with the increase.

'Our demand was for an increase of about nine percent and what has been granted is quite close to the mark

134 6/10/68 135

Workers get the sack

ONE hundred and forty workers at the Telephone Manufacturers of South Africa (Pty) Limited yesterday returned to work and 1600 were said to have dismissed themselves.

A TMSA spokesman said 140 workers were considered for their jobs as they had voluntarily returned and that of the 1600 strong work-force only those who returned today would be considered for re-employment.

Management is said to have reached an agreement with the white-run Electrical and Allied Workers Union and the Radio and Television Workers' Union which most of the workers have denounced in favour of the Metal and Allied Workers' Union (Mawu).

The strike at TMSA started on Thursday last week after three workers were allegedly playing cards during working hours. Workers claimed that the three had already knocked off.

135

Labour leaders hit at tax on basics

Mail Reporter

LABOUR leaders yesterday condemned the Government for again rejecting a demand that the General Sales Tax be scrapped from basic foods.

In the Assembly on Tuesday the Government voted against an amendment to the Sales Tax Bill, moved by the PFP finance spokesman, Mr Harry Schwarz, that the tax should be abolished.

The Government was supported by the NRP.

Labour leaders said the Government was either unaware of, or uncaring about the massive poverty among the country's blacks. They also stressed that lower-income group whites including the growing number of old-age pensioners, would also have benefited significantly had the Government agreed to abolish the tax on basics.

Yesterday Mr Schwarz pointed out that the lower-income groups spent up to 45% of their incomes on food — and mostly basic foods.

During the past two years, because of the high inflation rate, which the Government had failed to curb, the price of food had rocketed — some items like bread by more than 50%.

Mr Schwarz pointed out that in other parts of the world, Governments had exempted basic foods from their sales tax, or their equivalent of the tax.

The abolition of the tax on basics, he stressed, could be handled without significant administrative adjustments.

The general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, said her union had pleaded for the removal of the tax on basic foods. "When you consider that we are spending more than R2 000-million this year on defence the revenue lost by exempting essential foods from the tax would be tiny indeed."

It was obvious that with high unemployment, ongoing inflation, and rising prices of all essential goods that poverty was spreading in black townships.

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, said Tucsa and her own union, the Garment Workers Union of South Africa, strongly favoured the scrapping of the tax on essentials.

"If they can do it in Britain and other countries, why not here?" she asked.

Wage deal gives

garment workers, an extra R33-m

A new wage agreement for Cape Town's 58 000 clothing workers was successfully negotiated last weekend.

The new industrial council agreement amounts to an extra R33-million for workers in the industry

A spokesman for the Tucsa-affiliated Garment Workers Union said the agreement was effective from December this year and amounted to a 7,5 percent increase on December 13 and another 7,5 percent again next July

The wage rises also mean that the starting salaries for "learners" will be the highest in the country, going from R21,60 a week to R25

In the Transvaal the starting rate is R17 60, in Natal R20 and in Eastern Province R18,48

The determination affects workers at 372 factories

LABOUR BRIEFS

shops are reported to have removed Wilson-Rowntree products from their shelves.

While the trader boycott has had the verbal support of area traders associations, much of the impetus for the boycott came from members of a Wilson-Rowntree support committee

Tucsa SYA 9/10/81 protests 135 no-trial

detention

Labour Reporter

The Trade Union Council of South Africa (Tucsa) has expressed concern at the recent detentions without trial of a number of people, including a member of one of its affiliate unions.

In a statement released yesterday by Tucsa's general secretary, Mr Arthur Grobbelaar, the council stated its dislike of procedures to ban or detain people without trial.

"Tucsa reiterates its firm conviction that if persons are alleged to have committed an illegal act in terms of any statute, they should be brought before the courts to determine whether they are guilty of an offence," the statement says.

Security Police detained 14 Johannesburg people at the end of last month. But while a number were later released after brief periods in detention, several have been re-detained under Section 6 of the Terrorism Act.

Mr Allan Fine, an organiser of the Witwatersrand Liquor and Catering Trade Employees' Union, which is a Tucsa affiliate, was among those held under Section 6.

Tucsa lets fly over no-trial detaining

Mail Reporter

THE Trade Union Council has hit out at the Government's increasing use of arbitrary powers, and the by-passing of the courts

In a statement yesterday the general secretary of Tucsa, Mr Arthur Grobbelaar, said the council was concerned at the detention without trial of a number of people during the past few weeks

They had evidently been held in terms of security legislation

"Tucsa must once again express its abhorrence at the use of these arbitrary administrative procedures to detain or ban people without trial"

Mr Grobbelaar said that if people were suspected of committing an illegal act, they should be brought before the courts and tried

The public was unable to determine whether or not detained or banned people had committed an offence, since this had not been established by the courts

At its annual conference in East London in September, Tucsa expressed its growing concern that the Government had not only continued to make use of its powers of bannings and detention without trial but had intensified the use of these powers during the past year

Tucsa deplored and condemned the Government's abuse of arbitrary powers since this militated against the peaceful resolution of South Africa's problems

"The use of the powers degrades South Africa in the eyes of the world, since bannings and detentions would always be condemned by the very countries of the West with which the SA Government seeks understanding and co-operation," Tucsa said

N M
9/10/81

Court told workers hid from intimidators

~~134~~
135

Pietermaritzburg Bureau
SOME workers from a Dalton sugar mill hid in canefields and plantations in an effort to escape intimidators who forced a strike at a factory, the Supreme Court here heard yesterday

Mr Tony Charlton, general manager of the Union Co-operative Bark and Sugar Company, told Mr Justice Booysen that some black workers, scared of reprisals from militant strikers during the upheaval at the factory in March and April, had hidden in canefields and plantations to escape their attentions

After the strike began on March 31 when workers demanded compensation for free rations which had been withdrawn by management, the main body of workers had been given almost two days to get back to work or face the prospect of being treated as trespassers on company property

On the Thursday he had addressed workers a few hours before the deadline expired and they were still 'militant', Mr Charlton said

He admitted, however, that no threats had been made against the negotiating staff and no property had been damaged during the work stoppage

After 2 p m when the men had shown no indication of leaving the premises, the police arrived and the men were taken away in police vans without incident

When Mr Alec Erwin, then general secretary for the Federation of South African Trade Unions had telephoned him and asked if the workers — who had been released on bail — could return to their com-

pany homes he had refused, Mr Charlton said

He had felt 'very negative' towards Mr Erwin who he blamed for precipitating the first strike for 50 years at the company, he said

Some of the workers had gone to the factory the following day and were taken away to their homelands and railheads by company trucks and hired buses under police escort, he said

Mr Charlton denied claims they had been intimidated by a police squad of men in camouflage uniforms and carrying automatic weapons

The hearing continues today

RDM 10/10/81
35

Tucsa backs unitary education

Mail Correspondent

THE SOUTH African education system was slammed yesterday by the general secretary of Trade Union Council of South Africa, Mr Arthur Grobbelaar, and by the South African Federated Chamber of Industries, both of which endorsed the De Lange Commission recommendations.

Calling for an equal unitary education system in place of the present fragmented one, Mr Grobbelaar urged industrialists and trade unionists to "get cracking and do something about it".

At a seminar organised by the National Development and Management Foundation at a Durban beachfront hotel yesterday, Mr Grobbelaar told 40 management and personnel executives that "We've got to grow up and accept in pure economic terms the need for one department of education".

Barrier

He urged employers and trade unionists to help remove the most serious barrier to the advancement of blacks — racial prejudice. Calling it a "monstrous and illogical attitude" Mr Grobbelaar said prejudice could be eliminated by a process of training and education.

"If South Africa is to move into being an increasingly industrialised society in an industrialised world, then we must gear up our education system and increase technical training rather than academic, especially on secondary and tertiary levels.

"We've got to ensure that education is seen to be equal. Even if education is 'separate but equal', those in the separate institutions will discern that they are not equal."

The Federated Chamber of Industries said it endorsed the basic principles on which the report was structured.

Tucsa, FCI endorse De Lange report

135 10/10/81

Own Correspondent

DURBAN — The South African education system was slammed yesterday by the general secretary of Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, and by the South African Federated Chamber of Industries (FCI), both of which endorsed the De Lange commission recommendations

Calling for an equal unitary education system in place of the present fragmented one, Mr Grobbelaar urged industrialists and trade unionists to "get cracking and do something about it"

At a seminar organized by the National Development and Management Foundation at a beachfront hotel, Mr Grobbelaar told 40 management and personnel executives on black advancement and education that "We've got to grow up and accept in pure economic terms the need for one department of education

"We're going to face serious difficulties in the next few years in finding suitably educated blacks to move into occupations requiring high levels of technical skills"

He related this largely to the poor level of black education in particular, but spoke of the poor quality of South African education generally

"All groups, but particularly the blacks, must be trained and educated to avail themselves of the opportunities that are available," Mr Grobbelaar said

He urged employers and trade unionists to help remove the most serious barrier to the advancement of blacks — racial prejudice. Calling it a "monstrous and illogical attitude", Mr Grobbelaar said prejudice could be eliminated by a process of training and education

Universities

"I am perturbed by the thought that universities are providing people with knowledge and wisdom of no practical purpose. They are not being used to equip people with the knowledge, know-how and skills needed for an industrial society," he said

There should be one educational institution providing this technical training and not a number of institutions catering for the different race groups

● The Federated Chamber of Industries said that after a year of intense consultation, the De Lange report had come forward with a new perspective on the education crisis which had been partially responsible for the crippling national skills shortage and widespread unrest

● De Lange report 'vindicates PFP' — page 4

Tucsa slams

'power abuse'

RDM 10.10.81

135

By GERALD REILLY

THE Trade Union Council of South Africa (Tucsa) has hit out at the government's increasing use of arbitrary powers and the by-passing of the courts

In a statement yesterday, the general secretary of Tucsa, Mr Arthur Grobbelaar, said Tucsa expressed its deep concern at the detention without trial of a number of people during the past few weeks

"Tucsa must once again express its abhorrence at the use of these arbitrary administrative procedures to detain or ban people without trial"

Mr Grobbelaar said if these people were suspected of committing illegal acts they should be brought before the courts and tried

Tucsa found it "extremely disturbing" that it was impossible for the public and even for itself as an organisation to determine whether or not detained or banned people had committed an offence since this had not been established by the courts.

'Degrades SA'

Tucsa condemned the Government's abuse of arbitrary powers since this militated against the peaceful resolution of South Africa's problems

"The use of these powers degrades South Africa in the eyes of the world, since banings and detentions would always be condemned by the very countries of the west with which the SA Government seeks understanding and co-operation, the Tucsa statement said

Several people were detained just over two weeks ago. Five have since been released

Those released are Mr Gavin Andersson, a member of the Woodworkers' Co-operative, Mr Robin Bloch, a post-graduate student at the University of the Witwatersrand, Mr Morris Smithers, Miss Barbara Klugman, a part-time employee of Actstop, an anti-Group Areas Act organisation, Miss Joanne Yawitch, who works for the South African Institute of Race Relations and Mr Stan Maseko

They were held in terms of Section 22 of the General Laws Amendment Act.

NM 10/11/81

Tucsa chief: S A can be 135 world model

Finance reporter

FORTY management and personnel executives were told yesterday of the latest developments arising from the recommendations of the Wiehahn Commission reports

Mr Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa, discussed parts five and six of the report in an address to the Natal region of the National Development and Management Foundation in Durban

Referring to Government reaction to recommendations of part five, Mr Grobbelaar said 'It is not beyond the bounds of possibility that we can still create an industrial relations model which will be the

envy of the world, and possibly serve as a pattern for copying, even if it does not necessarily become a suitable commodity for export

Part six, concerning the mining industry, ensures that this industry should not be considered as separate and different 'Even though the mining industry is a highly sensitive sector there is no valid reason for its not falling under the same system as all other sectors', he said

The qualified acceptance of the commission's recommendations in part six will, Mr Grobbelaar said, 'ensure that the mining industry in South Africa also starts to live in the Twentieth Century, insofar as labour and industrial relations are concerned'

However, Mr Grobbelaar reminded employers and trade unionists that 'the ball is squarely in our court, and we will not be able to blame anybody or anything but ourselves if we fail to find solutions to our problems'

RDM 13 10 81

Clothing workers get rise

Mall Correspondent

NEARLY 60 000 workers in the Cape clothing industry will get a 7,5% pay rise in December, followed by a further 7,5% six months later

The deal was accepted by the Garment Workers' Union of the Western Province

A statement by the chairman of the Industrial Council for the Clothing Industry, Mr A M Rosenberg, said the increases would put an additional R17,5-million into workers' pockets from the commencement of the annual holiday period

The increases go to 58 500 workers in 372 factories

Mr Rosenberg said the increase was unlikely to cause a sharp rise in clothing prices

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Star 14/10/81
MAWU speaks up for 1500 strikers

By Drew Forrest

The grant International Metalworkers Federation has been consulted by one of its affiliates over the dispute at Telephone Manufacturers of SA in Springs where about 1500 striking workers were dismissed last week.

In a statement the Metal and Allied Workers Union said Temsa management's refusal to deal with the union officials and committee members "could only poison industrial relations in the Springs area."

The union said it had called on the International Metalworkers' Federation to draw Temsa's behaviour to the attention of its British parent companies, Plessey and GEC.

It also said two Temsa workers were arrested yesterday at the Magistrate's

Court in kwaThema, where nine colleagues charged with assault were applying for bail.

Bail was granted at R50 each for four women, and R100 each for the men.

In response to union charges a Temsa spokesman said management was not prepared to deal with "a union which has come forward for the first time in a troubled situation."

Talks would be held this week with the Electrical and Allied Workers' Union and the Tucsa-affiliated Radio, Television Electronic and Allied Workers' Union, which the company recognises.

Management was continuing to interview workers who had turned up at the factory gates. Nearly 1000 workers — of whom 100 were new recruits — were back at work, he said.

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STAR 15/11/81
Workers refuse
to join union
and lose jobs

Labour Reporter

Twenty six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tucsa-affiliated African Tobacco Workers Union

A company spokesman said today that 22 workers were considered to have "dismissed themselves" for not joining the union, one worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay

Only one of the 27 workers who faced dismissal relented and joined the union yesterday.

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC

At the Hulett's Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the

Fosatu affiliated Metal and Allied Workers Union

Work was only going on in a few areas of the plant, a Hulett's spokesman said. Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions

At the Motorvia Components firm in Uitenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Fosatu-affiliated Transport and General Workers Union

The union was holding a report-back to workers today on yesterday's talks with management

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr Themba Duze

27 risk jobs in row over union

REUTERS 15/11/91 (135)

By STEVEN FRIEDMAN

TWENTY-SEVEN black workers at the United Tobacco Company's Johannesburg plant risk losing their jobs because they refuse to join a Tucs-a-affiliated black union, a company statement said yesterday

The African Tobacco Workers Union (ATWU) has a "closed shop" agreement throughout the tobacco industry which stipulates that black workers must join it or lose their jobs

The company's announcement is likely to focus new attention on the Government's recently-announced decision to retain the closed shop

The statement, by chairman Mr Enrique Rankin, said the United Tobacco Company (UTC) had tried to win an exemption from the closed shop for the workers but had failed

They must now decide by today whether they will join the union — or lose their jobs

UTC's disclosure is the latest development in a growing row over the closed shop

Emerging black unions claim registered unions are using the system to force workers to join against their wills

They say the established unions simply extend their existing closed shop agreements to black workers, instead of attempting to recruit these workers

A spokesman for UTC said yesterday the workers were refusing to join ATWU for several reasons. Among them were their claims that they did not know who its shop stewards were or how it operated, and that the dues were too high

Exemption

A spokesman for the ATWU yesterday refused to comment on UTC's statement

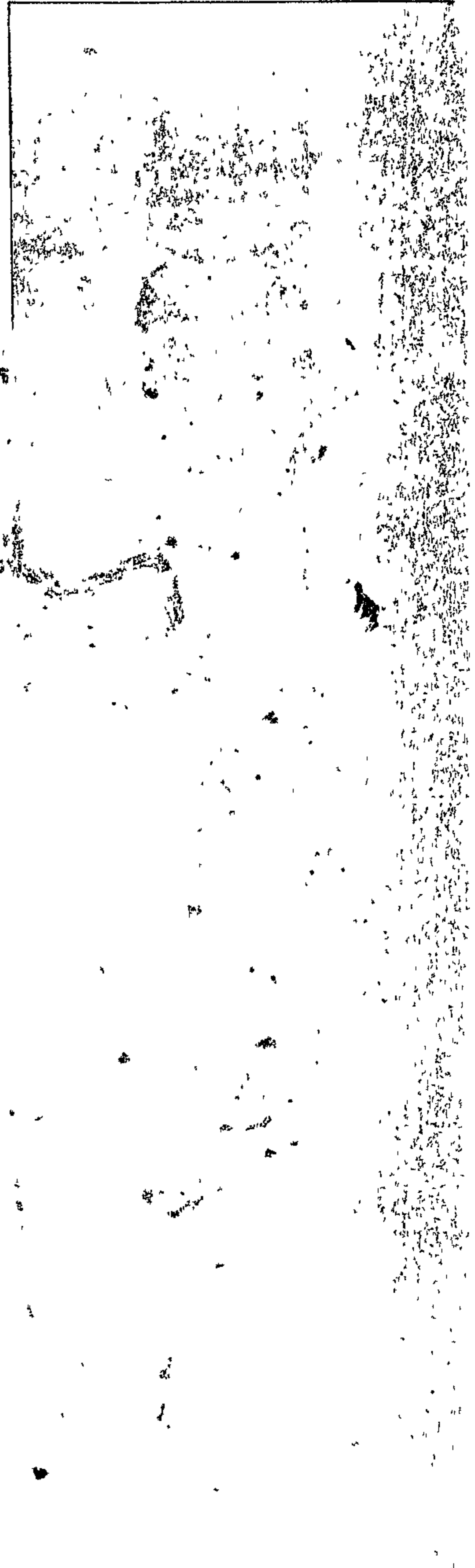
In the statement, Mr Rankin said "This situation results from a closed shop principle stipulated in the current industrial council agreement for the tobacco industry, whereby union membership is a condition of employment"

UTC had applied for exemption from the closed shop on behalf of those workers who refused to join but this was "turned down by the industrial council in terms of the current binding agreement for the industry"

Mr Rankin said that, although only a small percentage of the workforce was involved, "we regret any unnecessary loss of trained manpower"

It was reported from Witbank meanwhile that black workers at South African Federated Timbers downed tools in a demand for higher wages

This is the second strike in two weeks in the area. Last week workers at the Highveld Bus Company refused to work until a black supervisor was removed from the company



Tucsa unions argue over 'poaching' of members

Star 16/10/81 135

Labour Reporter

A row between two rival textile unions in the Trade Union Council of South Africa is threatening to blow up again

At last month's annual Tucsa conference in East London a slanging match developed between the Transvaal-based Textile Workers' Union and the Textile Workers' Industrial Union

The general secretary of the TWU, Mrs Evelyn Seloro, unsuccessfully tried to have a resolution passed preventing unions

from "poaching" other unions' members

She accused Mr Norman Daniels, secretary of the TWIU of trying to take her union's members.

The resolution was defeated

In last week's Government Gazette an application for extending the scope of Mr Daniels's union to include black workers in the Transvaal was published

The TWIU has 9 000 members, many in Natal. It is registered on a national basis. Mrs Seloro's union is Transvaal-registered

The application calls for an extended scope for the TWIU in Johannesburg, Germiston, Randfontein, Roodepoort, Standerton and Ladysmith.

Many of these areas are organised by the TWU.

The chairman of the TWU, Mr Isaac Mosehla, said it was likely they would object to the application for extension of scope

CT 16/10/81

26 workers fired for not joining union

Own Correspondent

JOHANNESBURG — Twenty-six workers at the United Tobacco Company's Industria plant yesterday lost their jobs because they continued their refusal to join the Tucsa affiliated African Tobacco Workers' Union, a company spokesman said.

But he denied worker claims that 42 workers had been fired because they refused to join the union, which they have to do in terms of a closed shop agreement negotiated between it and employers.

This follows the disclosure on Wednesday that 27 UTC workers had been given till today to decide to join the ATWU or face losing their jobs because of the closed shop clause which makes it compulsory for black workers to join the ATWU.

It comes at a time of growing fears about possible labour unrest as a result of the closed shop.

A brief strike occurred last week at a major engineering plant because workers refused to join a "closed shop" union. Tucsa's Iron-moulders Society Unrest is also threatened in several other industries on the issue.

550 workers

All UTC's 550 workers at the Industria plant were compelled to join the ATWU because of a "closed shop" agreement negotiated between the union and employers at the industry's industrial council.

Closed shop agreements lay down compulsory union membership.

A spokesman for UTC said yesterday that, of the 27 who

had refused to join the ATWU and had been given till today to change their minds, only one had decided to join the union.

One other worker who refused to join was of pensionable age and had been pensioned off. The other 25 had continued to refuse to join the union and UTC had been forced to fire them.

By late yesterday, however, three of the 25 had not yet collected their pay, which management had requested them to do.

Reasons

The workers say they refuse to join the union because they do not know how it operates, do not know who its shop stewards are, and are unhappy about the "high" dues they would have to pay.

The union's general secretary Miss Christine du Preez, claims these reasons are "rubbish" and that the workers are refusing to join the union because they want to leave the industry and collect their pension contributions.

Asked to comment on suggestions that many other workers, besides the 27, were reluctant to join the union, the spokesman for UTC said that, after management had explained to workers the consequences of not joining, they had joined the union "in dribs and drabs".

This, he said, could indicate wider dissatisfaction with joining it.

He confirmed that UTC had been among the employers who had originally negotiated the closed shop with the ATWU, adding "That was a long time ago."

Star 16/10/81. (135)

Workers' claims rubbish

The general secretary of the Tucs-affiliated African Tobacco Workers' Union, Miss Christine du Preez, has dismissed as "rubbish" workers' claims that they were forced to join her union without consultation and without having seen its officials.

A total of 26 workers were dismissed from the United Tobacco Company in Industria this week after refusing to join the ATWU which is party to the tobacco industry's closed-shop agreement.

Miss du Preez said the union had been trying to organise the workers for

years," and that its officials and shop stewards were well known to them.

She described the workers as "free riders" who although unwilling to join the union, had benefitted from the industrial agreement it had helped to negotiate.

Stressing that the ATWU had re-negotiated the closed-shop agreement after its admission to the industrial council this year, she said considerable tension had developed between union and non-union workers at the plant.

Garment workers accept the closed-shop principle

STW 16/10/87 (135) #4 (157)

The Tucs-a-affiliated Garment Workers Union (GWU) accepts the closed shop principle except where it is used by some unions as a form of job reservation. In an editorial in the weekly "Garment Worker" the GWU welcomes the recent report of the National Manpower Commission which states that the closed shop system should be retained. The system ensures that workers do not remain outside the union and accept lower wages, the editorial states. But the

LABOUR BRIEFS

closed shop system was abused when white unions used the system to keep black workers from doing all the jobs limited to their union.

means of resolving disputes he added

18.10.87

Workers in row over fund payout

ZUNDA
18.10.87

By BOETI ESHAK

135

THE Transvaal branch of the National Union of Furniture and Allied Workers of South Africa (Nufawsa) and its members are on a collision course.

And the bone of contention is the provident fund

The provident fund matures at the end of this month and the union has decided on a 50 percent payout, with the balance going into a pension fund which has still to be established

The members, on the one hand, are demanding a full payout. They maintain that the pension fund is a new agreement and contributions to this fund should begin on November 1.

According to circulars sent to all of its 11 000 members, the Transvaal branch of Nufawsa claims that an agreement has been reached whereby only half of the accrued monies in the provident fund will be made available to members.

Dissatisfied members have ordered shop stewards to obtain a better deal. To achieve this, a shop stewards committee has been formed and it has demanded a special meeting with the executive of Nufawsa.

A spokesman for the shop stewards committee, Mr Yusuf Gaffoor, said they had already obtained over 3 000 signatures for a special meeting.

"We are demanding that a meeting take place within seven days," Mr Gaffoor said.

Rejected

"At two previous meetings the provident was discussed and a proposed new deal was rejected.

"We want our full 100 percent, which is made up of our contributions, the employers' contribution and interest.

"This provident fund matures on October 31. Most of the members realised that a lump sum was due to them and have made plans which are dependent on the full payout."

The secretary of Nufawsa, Mr Mohan Lalaram, said the new agreement was decided upon by two parties — the union representing the workers and the employers.

"The provident fund is linked to the fringe benefits," Mr Lalaram said. "If the members are to be given a full payout, this will destroy all the other benefits, including sickness, mortality, burial, maternity, dental, optical and nursing benefits."

In a related incident, Mr Alec Pailman of Coronationville was expelled from Nufawsa.

Mr Pailman said he was told this week that he had been found guilty by the executive committee of Nufawsa of convening an illegal meeting and of disturbing a general meeting. He said he could not see anything wrong with his convening a meeting at the Coronationville Hall on October 3 to discuss the provident fund with other members.

"How else could I collect signatures from the people who are not interested in the way our provident fund is being handled?" he asked.

The other charge relates to the chaos that followed at a general meeting at the Johannesburg City Hall on September 19 when four people, including Mr Pailman, demanded a full discussion of provident fund proposals.

CLOSED-SHOP DISPUTE

135

26 workers who refused to join the Tucca-affiliated African Tobacco Workers Union under a closed-shop agreement between the union and the United Tobacco Company lose their jobs

FM 23/10/81

Shop-hour battle nears its climax

By David Breier,
Chief Reporter

Transvaalers will know next month whether they will enjoy flexible shopping hours after a last-minute flurry of high-powered lobbying

Assocom is to present its case for flexible shop hours to the provincial authorities within 10 days.

Mr John Griffiths, the province's MEC in charge of shop hours, said the Executive Committee would have to take its decision by the middle of next month in time to amend the Shop Hours Ordinance next year

He said Assocom was to have submitted its final argument this month, but he had granted an extension of one week

Mr Griffiths said he would see a delegation of the Association of Distributive and Allied Workers' Unions (Adawu) headed by its Transvaal regional secretary, Mr Morris Kagan.

A spokesman for Assocom said three additional arguments for flexible shopping would be submitted to the Province

- Flexible hours would help small traders against larger competitors

- Workers were adequately protected by existing legislation. Negotiations should be between union and employers and the province should not become involved

- Better shopping fac-

ilities in black residential areas would need to remain open after normal hours to cater for blacks returning after work

Miss Dulcie Hartwell, secretary-treasurer of Adawu, said the argument on the benefits for small traders was "poppycock". Some supermarkets already remained open after hours and, if this was extended, other large stores would do likewise, stifling the small shopkeeper

She said the province represented the shop workers as well. Already the union had to contend with interests wanting flexible hours to increase rent from larger turnover

On the issue of shops in black areas, Miss Hartwell said these would be more expensive than existing chain stores in white areas and black workers would continue to spend their money at the cheaper stores in white areas

She claimed the real aim behind flexible hours was to give shop workers time off instead of extra pay for working unsocial hours

This was a "criminal sort of attitude". She referred to the lack of public transport at night and the dangers to women shopworkers returning home

Mr Griffiths has said the Transvaal would not consider Sunday shopping.

Star
27/10/81
135
37

Textile workers' air grievances

By Gilroy Dlukula

Workers at Trove Textile Mills, Benoni, have accused the company's management of discriminating against women and of dismissing employees without reason.

Some of the workers who were interviewed yesterday declined to be named because they feared victimisation. They alleged that they worked in fear of being dismissed because of the company's unstable work force.

They complained that women were paid the minimum wage of R16 a week and men were paid R21.

These and several other allegations were neither confirmed or denied by Trove Textile Mills general manager Mr David McEwen.

The workers allege that:

① The company has no canteen facilities and that only men are allowed to

leave the premises at lunchtime to buy food.

② There are no changing rooms or lockers at the factory. Workers have to ensure that their food and clothes are not stolen.

③ The company has no medical aid scheme.

④ The company does not provide workers with overalls.

⑤ There is no pension fund scheme.

⑥ Workers are pressured into joining the Textile Workers' Industrial Union.

⑦ There is no first aid centre on the premises.

Mr McEwen would not comment and referred The Star to the trade union.

A spokesman for the Textile Workers' Trade Union, Mrs E Flusk, said she was not aware of the grievances and that no worker in the company had ever been forced to join the union.

The company had a work force of fewer than 120 and all were members of the union, she said.

Star 30/10/87

135

Tucsa unions reject Fosattu textile proposal

PPD/30/12/87
135
157

By STEVEN FRIEDMAN

TEXTILE employers are talking to at least two trade unions on the future of bargaining in the industry -- but Tucsa textile unions reject their Fosattu counterpart's demand that the industry by pass an official industrial council

Yesterday the Rand Daily Mail reported that the Textile and Yarn Fabric Manufacturers Association (Tyfma) was negotiating with Fosattu's National Union of Textile Workers (NUTW), on a bargaining system which could create a major precedent for other industries by bypassing industrial councils Tyfma's chairman, Mr Selwyn

future, yesterday confirmed his organisation was holding discussions with NUTW, but said it was also discussing the issue with other unions in the industry

There are two other unions in the industry -- Tucsa's Textile Workers Industrial Union and Textile Workers Union (Transvaal) both of which sit on councils in areas of the industry not covered by Tyfma and both said yesterday they backed the industrial council system

Minority

NUTW says it will not take part in a council. It says it is the union with the biggest black support in the industry and any decision by the other two to join a council would mean minority unions were negotiating legally-

binding wages and work conditions

TWU's general secretary, Mr Norman Daniels, yesterday confirmed that his union had held talks with Tyfma on the issue

He said he welcomed the recent formation of Tyfma, as well as attempts to set up a negotiating structure for the industry "Thus far we have had no form of negotiated agreement in the industry," he said

Mr Daniels said his union favoured a council, but added "We recognise that there are other forms of negotiation

He conceded that a council formed with his union at present would not be representative and said the Government would not approve such a council if it was unrepresentative

But he added "We are working towards this. Our black membership is growing rapidly"

Mr Daniels said he was sympathetic to complaints about the councils but added "The critics are looking at the way the system used to work before we were able to represent blacks. Now that we can, we can make the system work"

Mrs Evelyn Seloro, general secretary of the TWU (Transvaal), said yesterday that she had not been approached by Tyfma, but her union also supported an industrial council

Argus 12/11/81

(135) ~~(152)~~ ~~(189)~~ ~~(145)~~

Striking foundry workers to be paid off

Labour Reporter

STRIKING workers at the Paarden Eiland factory of Cape Foundries Holdings, who stopped work yesterday in support of a dismissed colleague, have been told they will be paid off today.

However a spokesman for the General Workers' Union said the workers

were not prepared to collect their money

The were willing to return to work if their colleague was reinstated

The union claims that 80 workers are on strike, but management says 69 of its 184 workers are involved and the factory was running with minimal loss of production

Mr Brian Rosenbloom, general manager of the factory, said the worker dismissed had a clear record of coming late to work

The union claims the dismissal was part of a 'war of attrition' against the union and its members

Management it said, had attempted to foist on the workers the Tucsaffiliated Engineering Industrial Workers' Union

Mr Rosenbloom said Cape Foundries management believed in the principle of freedom of association but the company would not recognise the General Workers' Union unless it was registered

Clothing unions rule against amalgamation

STAR
12/11/81

Labour Reporter

Two of the country's largest clothing unions have decided against amalgamation

In an as yet unreported move, the Tucsa-affiliated National Union of Clothing Workers and the Garment Workers Union decided against amalgamation at a conference held in Johannesburg late last month

The Garment Workers Union, whose president is Dr Anna Scheepers, has about 6 000 white

and coloured members, while the National Union, with general secretary Mrs Lucy Mvubelo, has about 20 000 black members

At an earlier meeting in the year the two unions had agreed to accept amalgamation in principle but had since found it not to be feasible at present, according to an article in the "Garment Worker," a union publication

"Conference felt that now that black workers have won their rights, and achieved recognition,

they should have the opportunity to exercise the rights and prove their responsibility," the article states

The issue of amalgamation of unions in one industry has proved to be a "touchy" subject for a number of Tucsa

The issue was raised earlier this year by the two distributive unions and more recently by the two textile unions

At Tucsa's annual conference in East London in September there was open rivalry between the textile unions as the

"white and 'coloured' union was accused of trying to "poach" black textile union members

It was felt that the National Union of Clothing Workers was opting out of any amalgamation so that its black members could 'enjoy the fruits' of being a registered union with a strong membership.

Although the National Union only allowed registered trade union status after 1979 it had been an active union for the last 20 years

135

Stop making promises that are not kept

Star 5/10/87

135

Veteran trade unionist Lucy Mvubelo warns that blacks are losing patience over the granting of full rights. "I have not seen any real changes that satisfy blacks," she told Derrick Thema.

If a catastrophe is to be avoided, the Government had better expedite the granting of full rights to blacks while there are still leaders with whom to negotiate, says Mrs Lucy Mvubelo, general-secretary of the 20 000 strong National Union of Clothing Workers.

On a recent visit to Australia Mrs Mvubelo was labelled an "Auntie Tom" — but she regards herself as a radical and scoffs at the people who allege she is a Government lackey.

She points out that she was a member of the banned ANC Women's Federation and took part in the defiance campaign of 1952. When the Government banned the organisation in 1960 after Sharpeville, she and a colleague, Mrs Sarah Chitja, fled to Lesotho.

"We were being harassed by the security police because we had organised workers in the Free State," said Mrs Mvubelo.

The Government had declared a state of emergency and after seven weeks in hiding, they returned. They were charged under the Riotous Assemblies Act and each given a five-year suspended sentence.

"I have not seen real changes that satisfy blacks," she said. "Our aspiration is to have equal status. We don't want to carry passes and we want the right to vote and to be treated as human beings. We are not concerned with handouts from the Government."

Mrs Mvubelo warned that black youth had lost its patience. "They want

to do the talking through the barrel of a gun"

She is angry with the Government for making promises to blacks it never fulfilled

"They promised to scrap the pass system, but instead, they have intensified the influx control laws," she said.

She argues that her mission as a trade unionist is to encourage foreign investment because it creates job opportunities to blacks. She is aware, too, that foreign investment props up the Government.

"But in all my trips abroad, I have asked the different governments to pressurise South Africa to change its obnoxious laws. If they isolate us, as is the intention of countries such as Australia, blacks will be worse off"

She points out that

whereas blacks were previously not trained in the technical field, they were today so that there was a need to have jobs ready for them.

"Because of my pressure, black youths are today working as computer operators"

The current spate of labour unrest, she said, was indicative of the frustration of workers who had been underpaid and denied rights for a long time

"The worker is now flexing his muscles and the unrest will escalate unless full political rights are granted"

She points out that in spite of the fact that black trade unions were, for years, not recognised, she was able to organise workers

"We remained a torch-bearer of the black trade

unions, making repeated representation to the unions recognised. Our last representation was in 1975 and in 1977, the Wiehahn Commission was appointed because of our efforts. The government realised that we were ready and doing a good job."

She said that if she and Mrs Chitja had gone underground, as had many black leaders, there would not have been a spark in the black trade union movement.

"We felt that when everything was dead, as was the case in West Germany after the war, it was the trade unions which revived everything"

But black trade unions needed to bury the hatchet and mobilise workers if they wished to work towards one goal.



NO AMALGAMATION ~~134~~ 135
Two of the countries largest clothing
unions, the Tuca-affiliated National
Union of Clothing Workers and Garment
Workers Union, decide not to amalga-
mate after accepting amalgamation in
principle earlier this year. FM 20/11/81

Vertical text on the right edge of the page, appearing to be a list or index of items, possibly from a microfilm reel. The text is extremely small and difficult to read, but seems to consist of a column of alphanumeric characters and symbols.

Argus Correspondent

JOHANNESBURG — A former trade unionist, Mr Monty Narsoo, was detained by security police yesterday when he was stopped while driving in Bree Street, Johannesburg

Mr Narsoo a former secretary of the Johannesburg Municipal Combined Employees' Union which is a Tunesa affiliate is being held in terms of Section 22 of the General Laws Amendment Act

Argus 24/11/81

Ex-trade

(135)

unionist

detained

The Act entitles security police to hold any person for periods of up to 14 days without bringing him to trial

C. TIMES 24/11/81
SATU chapel
135 157
in wage row

THE works chapel of the South African Typographical Union at the Argus yesterday said the newspaper was facing production problems because of a wage disagreement

A spokesman for the chapel said negotiations had broken down and there was a deadlock between management and the chapel. Certain departments were refusing to work overtime and some editions of the newspaper had been late on Saturday.

The Argus management yesterday said negotiations were expected to continue.

FM 27/11/81
TRADE UNIONS
135
Merger opposed

The failure to create a merger between the Garment Workers Union (GWU) and the National Union of Clothing Workers (NUCW) provides an example of the difficulties involved in trying to amalgamate parallel unions.

In response to legislation which prohibited multiracial unions, white unions have established 'parallel' unions for black workers in their industries during the past 25 years. The GWU was among those multiracial unions whose black workers were forced to resign. It helped these workers to form the NUCW and the two unions have since co-operated very closely with each other. The GWU now has about 6 000 white, coloured and Asian members, while the NUCW, which is led by veteran black unionist Lucey Mvubelo, has about 21 000 members.

During the past two years government's granting of freedom of association to black workers has meant that racially mixed unions are now permissible. Indeed some of the main architects of the new labour dispensation are strongly in favour of a move away from unions created on racial lines.

But as the GWU has found it is extremely difficult to bring about a merger with a sister union, even if there have been very close ties with it in the past. At a meeting of the unions earlier this year, amalgamation was agreed on in principle. However the NUCW's national council has now rejected the merger.

'We are naturally disappointed, because we never believed that this would happen' says Dr Anna Scheepers, GWU leader and

president of the Trade Union Council of SA (TUCSA).

She believes that the failure to amalgamate two unions does not bode well for similar efforts in other industries where parallel unions exist. 'I believe this to be the case because if this is the attitude of people with whom we have worked with so closely for many years, what will the response of black workers be in cases where there has not been such co-operation?'

Leading figures in the NUCW maintain that now that their union has been registered, they want to prove their worth and their ability to exercise their newly-granted bargaining rights.

Scheepers perceives that the black unions want to enjoy their new-found freedom but she is disturbed about the drift away from multi-racialism. She hopes that at some time in the future an agreement to amalgamate will be reached.

'But I must emphasise that we are going to carry on as before. We are not enemies because we did not merge. We remain friends.'

UNIONIST DETAINED ~~239~~ 135
The former secretary of the Johannesburg Municipal Combined Employees Union is detained by security police under Section 22 of the General Laws Amendment Act. Meanwhile a former detainee Morris Smithers is re-detained in the Johannesburg magistrates court. **FM 27/11/81**

Durban Municipal Employees' Society unhappy with police appointment

N. MURRY

3/12/81

(135)

Municipal Reporter

THE Durban Municipal Employees Society is unhappy with a council decision to appoint Salisbury's chief superintendant of police as the city's Deputy Chief Constable.

The council approved Mr A N Taylor's appointment on condition he obtains the Diploma of the Institute of Traffic Officers within six years and has asked him to take a course in Afrikaans.

Yesterday Mr H W Weber, the society chairman, said 'We can't understand how they can insist that all other members of the police force have to have the diploma before they can be promoted to officer level and then the council appoints a deputy chief who doesn't have one and gives him such a long time to get it.'

There had been two other instances in which suitably qualified employees within the department had been overlooked in favour of an outsider.

He said 'I believe Mr Taylor is only about 39 years old. This means the men could have to wait for the next 20 years for promotional opportunity to his post.'

Mr Weber also felt the post of Deputy Chief called for a bilingual man.

All five municipal employee representatives at a Joint Advisory Board meeting had voted against the appointment while the five councillors present had voted in favour.

Because of the even split the decision was left to the council to decide at a closed session.

Afterwards Management Committee chairman Mr Neil MacLennan said Mr Taylor was a very experienced officer and had passed many police exams.

Fight for workers 'lost me my job'

RD4
11/12/81

135
333

By STEVEN FRIEDMAN

A BLACK truck driver claimed yesterday he had been fired by a Johannesburg company for taking up worker complaints — and for being an active member of a registered, Tucs-a-affiliated trade union.

Claims that workers have been victimised for belonging to registered unions are extremely rare.

The driver, Mr Lawrence Segale, claims he is trying to lay a charge of victimisation against the firm, D and H Quarries, but that the union, the African Transport Workers Union (Atwu), has been unwilling to help him.

The Atwu, a "parallel" union, was the first to gain registration under the Government's new labour dispensation.

A D and H Quarries representative said yesterday the company was not prepared to discuss Mr Segale's claims with the Press. She said neither Mr R C Heron, the general manager, nor any other company official would be prepared to discuss the issue.

The general secretary of Atwu, Mr Gert van der Walt, was not available yesterday to comment on claims that the union would not help Mr Segale.

Threat

However, it is understood from sources close to the union that its executive decided that, because D and H Quarries was not covered by the Motor Transport Industry's industrial council, the union could not take up the case directly.

Instead, it advised Mr Segale to take up the matter with the Department of Manpower.

In a written statement, Mr Segale claims he has worked as a driver at D and H Quarries since 1968. He claims that last year he was elected drivers' representative on a workers committee.

He says he took up with management complaints about drivers having to drive trucks without a break. According to Mr Segale, senior company officials threatened to fire him "because I work against the instructions of D and H". Mr Segale claims that, for 11 months after that, a senior company official "shouted" at him, warning him against union activities.

Complaints

When elections were held for a new committee, he was told he would be fired if re-elected and drivers were also warned against voting for him, Mr Segale claims.

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But he was re-elected and took
up drivers' pay complaints with
management. In October, he
asked management to deduct
"stop orders" on behalf of the
union, Mr Segale claims. He was
told the company was "tired" of
him and several days later he
was fired.
"I have tried to take this case
to court and have discussed it
with the manpower department.
But they say I can do nothing
unless my union helps me and
they refuse to do this," Mr Segale
said yesterday.

Typographical

Union pays

for mistake

ARGUS
2/12/81

135

[Handwritten mark]

MRS M RAATH has won her battle with the SA Typographical Union's medical aid

Mrs Raath joined the union in July last year. For pre-natal care, she was told, she could claim up to R150, but had to be a member of the medical aid for six months first.

She began sending in accounts for her pre-natal care in February, but they had still not been paid by June.

Then, in July, in response to numerous inquiries, she was sent a medical aid enrolment form to sign, which she had done when she joined.

YEAR

She then approached the Cape Town office, where she was assured that the accounts would be paid by the time she stopped work in September. They were not.

Instead, she received a letter saying her

accounts would not be paid as, to qualify for the payment of pre-natal care, she had to be a member for a full year, and not six months.

This was the last straw. Had she known this, she said, she would have had her pre-natal care as a hospital patient, which would have cost her nothing. She was now saddled with accounts for an astronomical amount which she could not pay.

She then approached the Cape Town branch again. This time, she said, the regional secretary-organiser, Mr M Deysel, admitted they were at fault but said he could do nothing about it.



ACTION: In reply to a letter from us, Mr Deysel said it would 'take pages' to explain what had happened.

His office HAD misinformed Mrs Raath, he said, but his head office had nevertheless agreed in September to pay her expenses. At that stage, he said, Mrs Raath had undertaken to contact head office herself, and had not been in contact with him again.

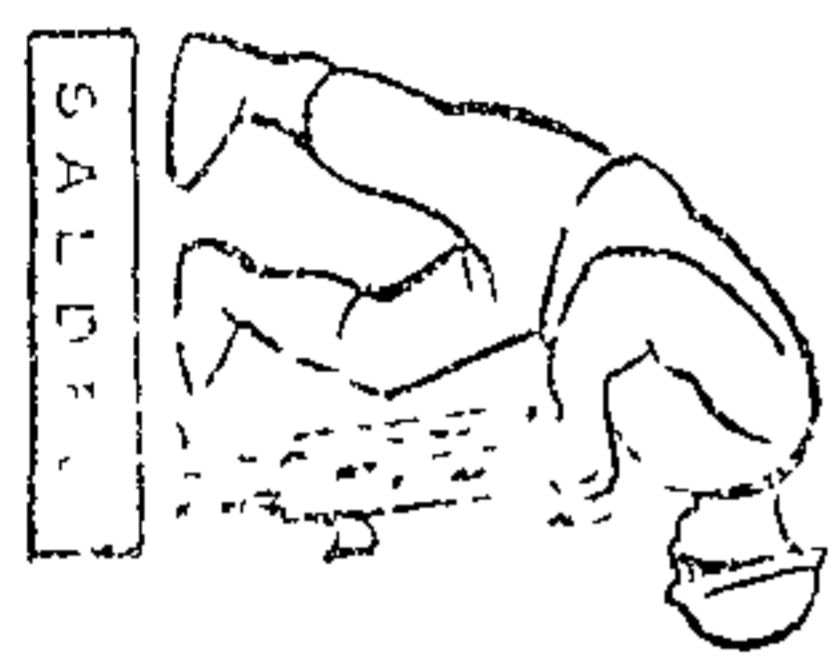
Since receiving Argus Action's letter, I have contacted her and she will let me have the accounts. I believe the matter is cleared up, he said.

The following are sample run streams that vary in complexity due to the program, these pertain to the FORTRAN, COBOL, and other processors. These examples are intended to illustrate it formats and are not intended to illustrate the most used system usage.

These examples are intended to illustrate the most used system usage. The above program RUN the statements listing the program to main. The output statements including complis EXAMPLE

EXAMPLES OF RUN STREAMS

APPENDIX A



Puteo recognises transport union

223
135
#0A
Soweto
18/21/78

THE Transport and Allied Workers' Union (Tawu) and Puteo last week signed the long-awaited recognition agreement at the bus companies head office in Johannesburg

percent We encountered a few problems along the way and that is why the signing took such a long time

We are quite happy with the whole arrangement as it covers wide working conditions and wages. It also allows us a say in the running of our members affairs in the company he said

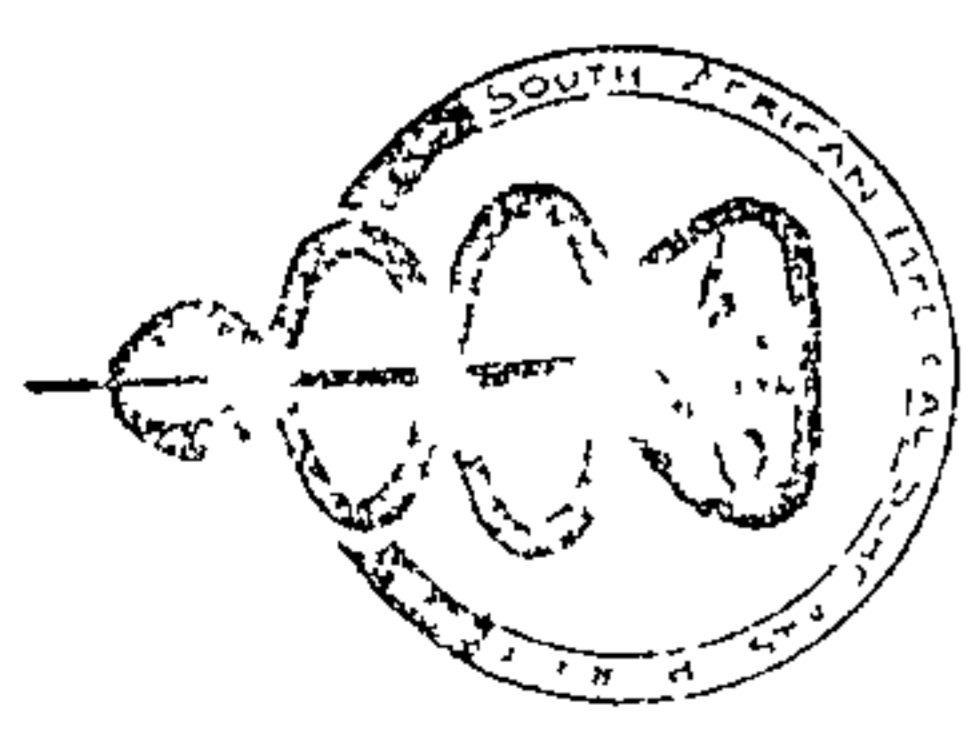
According to the union's president, Mr Michael Meethe yesterday negotiations between Tawu and Puteo started in June last year. The agreement stated that if the union could prove that it had a 50 percent membership at any of Puteo's depots it would be recognised

Last month the signing of the agreement was postponed because the Tawu had requested a number of minor amendments to the initial agreement. Tawu is an affiliate of the Council of Unions of South Africa (Cusa)

Mr Meethe said "We have a membership of more than 2000 locally and country-wide its more. In Soweto alone it is above 40

The Transport and General Workers Union (TGWU) a Federation of South African Trade Unions (Fosatu) affiliate has also been involved in recognition talks with the bus company

PAPER NO. 73



(135)
Union says
yes to blacks
on executive
committee ^{Stan} 30/12/81

By Drew Forrest

One of South Africa's largest "mixed" trade unions — the 50 000 strong South African Boilermakers' Society — is to open the ranks of its executive committee to blacks

The move follows the unusual device of a postal ballot in which all but two of the union's 76 branches voted for an amendment to its constitution

At present blacks sit on the Boilermakers' Society general council — the main policy-making body — but have been constitutionally excluded from the executive

The union's general secretary, Mr Ike van der Watt, said at least two black members would join white and coloured representatives on the executive after elections in May

Representation on the executive is in direct proportion to branch strength, and the union has about 15 branches for its 6 000 black members

Another 17 000 members are coloured, and 22 000 white

The Boilermakers' Society is generally viewed as one of the most forward-looking of the older registered unions and one of the few local unions with significant representation among workers of all races

Union opens executive to blacks

ARGUS

31/12/81

135

Argus Correspondent

JOHANNESBURG. — One of South Africa's largest 'mixed' trade unions, the 50 000-strong SA Boilermakers' Society, is to open the ranks of its executive committee to blacks

The move follows the unusual device of a postal ballot, in which all but two of the union's 76 branches voted for an amendment to its constitution.

At present, blacks sit on the boilermakers' general council, the main policy-making body, but have been constitutionally excluded from the executive.

The union's general secretary, Mr Ike van der Watt, said at least two black members would join white and coloured representatives on the executive after elections in May.

Representation on the

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Another 17 000 members are coloured, and 22 000 white.

The boilermakers' union is generally viewed as one of the most forward-looking of the older registered unions, and one of the few local unions with significant representation among workers of all races.

Mr van der Watt said the amendment was 'an important step in the union's continuing adjustment to the new labour realities'

The ultimate goal would be racially integrated branches and an end to separate representation on the executive committee — but this would take a further 'three or four years'